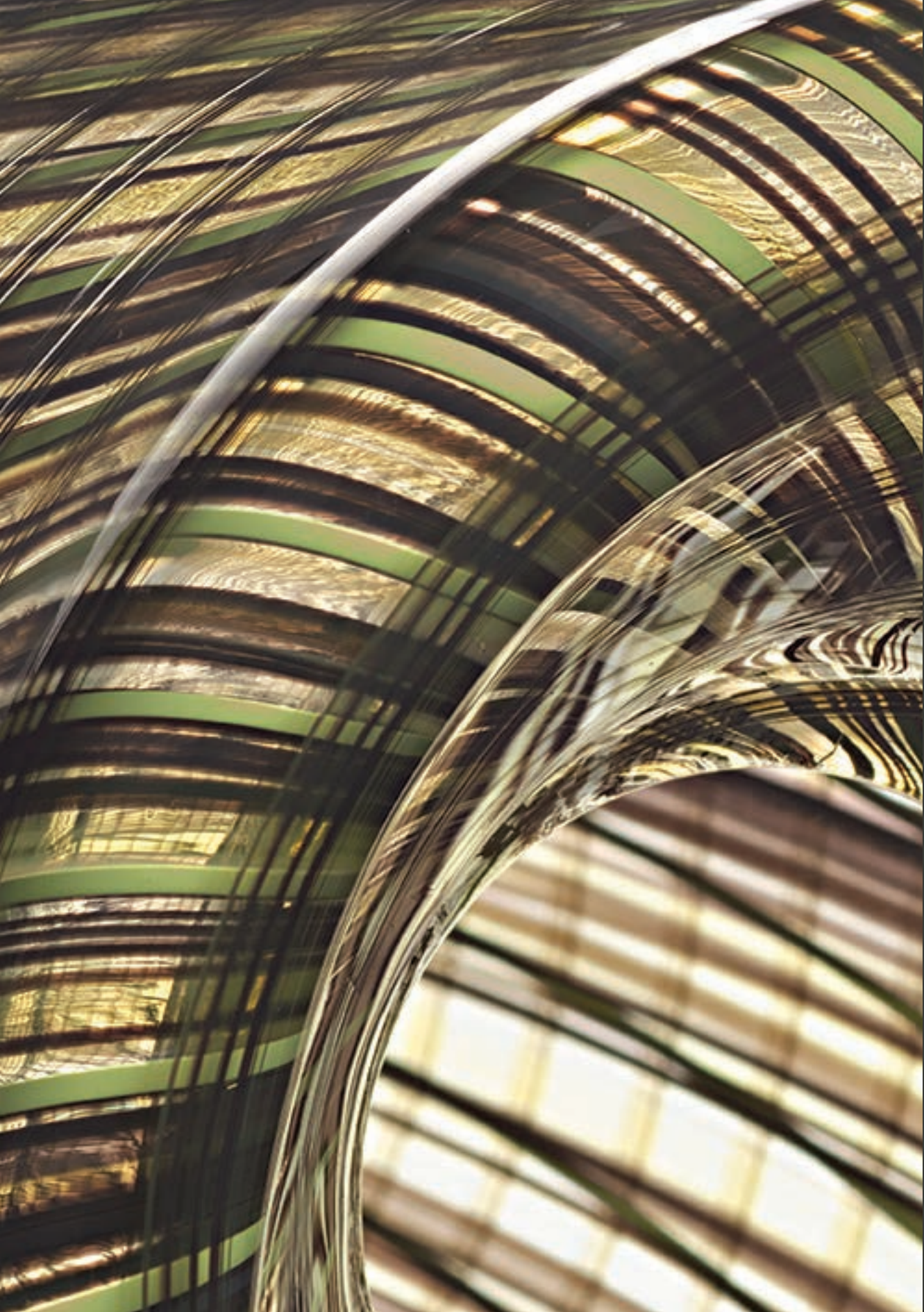**AIATSIS**

AUSTRALIAN INSTITUTE OF ABORIGINAL
AND TORRES STRAIT ISLANDER STUDIES

2015-2016
ANNUAL REPORT

2015-2016
ANNUAL REPORT

CONTENTS

Chairperson's statement

After a period of review and reflection, 2015–16 saw AIATSIS enter a new phase. Our legislation and budget were both refreshed to provide the authority, stability and resources needed for the future. The reorientation towards new functions and priorities was executed successfully. We achieved many goals and targets and have concluded the year in excellent shape.

Amendments to the *AIATSIS Act 1989* updated our governance arrangements, particularly in relation to the composition of the AIATSIS Council. Balanced gender representation and at least 50 per cent Indigenous membership are now required among the elected members of the council. Between elected members and ministerial appointees, the council will maintain an Indigenous majority.

AIATSIS's functions were also rewritten to reflect our unique place within the contemporary world of cultural collections and research. Alongside our functions in developing and preserving our collection, building and promoting the understanding of Indigenous culture and heritage, and providing leadership and building partnerships to these ends, we now have an explicit role in providing advice to the Commonwealth on the situation and status of Aboriginal and Torres Strait Islander culture and heritage. Our priorities and directions for how we will pursue these functions over the next four years are set out in our new Corporate Plan for 2016–17 to 2019–20.

The provision of $40 million over four years in the 2016–17 Budget brings

AIATSIS's annual appropriation to $20 million per annum. This gives us the capacity to preserve our remarkable collection and to extend our leadership and research activity. I acknowledge the support and advocacy of the Ministers for Education and Training, initially the Hon. Christopher Pyne MP and subsequently Senator the Hon. Simon Birmingham, who were instrumental in achieving this Budget outcome.

I am very pleased that AIATSIS's leadership and expertise in supporting dialogue and constructive discussion were called upon for the Indigenous consultations on constitutional recognition. Under agreements made in 2015–16, AIATSIS will lead these consultations in partnership with the National Congress of Australia's First Peoples during 2016–17.

On the subject of Indigenous representation, I am very pleased to note that among AIATSIS's own employees the proportion of Aboriginal and Torres Strait Islander people has increased during the year from 19 per cent to 23 per cent. New strategies are now in place to continue this progress.

I thank my colleagues on the AIATSIS Council for their input and support during the year. Mr Kado Muir has stepped down from the council; I thank him for his service over the past three years, the most recent episode in an association with AIATSIS that goes back many years.

I give my thanks to Jenny Morison, who concluded her term as Chair of the Audit and Assurance Committee during the year. Her dedication and sound advice were appreciated. I am pleased to welcome new Chair, Karen Hogan.

I also acknowledge members of the senior management team who left us during the year. Michelle Patterson made a valuable impact on AIATSIS over the past three years as Deputy CEO, and I thank her for her leadership and commitment. Directors Jacqui Malins and Kathryn Cole also made notable contributions during their time here.

I thank CEO Russ Taylor for his continued stewardship of AIATSIS and welcome new Deputy CEO, Craig Ritchie.

As the Chairperson of the AIATSIS Council, I confirm that the Council is responsible for preparing and giving to the Minister this annual report in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013*. This AIATSIS Annual Report 2015–16 was approved by a resolution of the Council, out of session, on 8 September 2016.

Professor Mick Dodson AM

CEO's report

The 2015–16 financial year has been a watershed year for AIATSIS, transforming our operations and setting the course for our future.

As the culmination of many years of making the case for AIATSIS's value to Aboriginal and Torres Strait Islander people and the nation, it was most rewarding to see our legislation amended to refresh our role and governance for the future, alongside the doubling of our core funding with the provision of $40 million over four years in the 2016–17 Budget.

In our 2015–16 to 2018–19 Corporate Plan, we committed to targets for the preservation of our collection. Most of these we have met and in fact exceeded. Where we did not meet our ambitious targets, more detailed measures show that we have made great progress in the preparatory stages of collection management, including assessment, accessioning and material preservation. This will flow into digitisation outcomes in future years.

With the ability to engage curatorial expertise for the first time in many years, we have started to review and fill gaps in our art and artefacts collection, as well as starting conservation assessment and work on the invaluable items we already hold. We have also accepted and accessioned significant donations, including audio, moving image and pictorial collections.

Recognition of our expertise and leadership in cultural competency is growing. This year AIATSIS has collaborated with partners the Department of the Prime Minister and Cabinet and the Department of Social Services to develop Core, a cultural competency e-learning program with unrivalled cultural integrity. We hope it will change the relationship between the Australian Public Service and Indigenous Australians. The Core program is based on AIATSIS's many years of research and cutting-edge, evidence-based practice, along with the exceptional materials in our collection, which add dimensions to cultural understanding that words alone cannot express. Our cultural expertise is also being applied in the development of a resource library on Indigenous history and culture for the Department of Defence.

We have revitalised our presence on Acton Peninsula to welcome visitors and create opportunities for engagement, interaction and learning with the installation of new custom-designed displays and exhibitions and an immersion room in the AIATSIS foyer. Two new online exhibitions, *The Stafford brothers* and *Uluru–Kata Tjuta: celebrating the 30th anniversary of the handback*, are fresh additions to our online presence, and help to make our collection available to people around the nation and the world.

Again AIATSIS has welcomed visitors to its collection and events from around Australia and the world. This year we deepened our relationship with the National Museum of the American

Indian in Washington through visits and conversations, and with other US institutions including the Kluge Ruhe Aboriginal Art Collection and the Harvard Native American Program. Other international visitors included delegations from Norway and Zimbabwe.

The rapid change and growth required of AIATSIS in the past year to implement increased funding in the short term and prepare to operate at a new scale from July 2016 has tested our organisation. The number of employees working on the management and digitisation of our collection nearly doubled over the year. The recruitment campaign was a collaborative effort between the collections and corporate services teams. I have been most impressed with the quality of our new employees, who have brought a substantial range and depth of expertise to complement our existing, highly skilled workforce.

I am also very pleased that we have increased the overall proportion of Indigenous employees during the year. This was the result of targeted efforts during our recruitment processes, which we intend to integrate with other measures into a new Indigenous employment policy. Our very successful Step-Up career development program for Aboriginal and Torres Strait Islander people, now nearing its end, helped more Indigenous people gain qualifications, experience and employment—including with AIATSIS—during 2015–16.

While AIATSIS has grown overall this year, shifts in our functions and priorities have led to downsizing in some areas. The implementation of new systems, such as our new digital assets management system and electronic document and records management system, has also involved change and disruption. I am very pleased that at the end of such a challenging period AIATSIS as an

organisation looks stronger and more positive than ever, thanks to the goodwill and hard work of our employees.

I acknowledge and offer my appreciation to the Ministers for Education and Training, initially the Hon. Christopher Pyne MP and subsequently Senator the Hon. Simon Birmingham, for their keen interest and support. I also acknowledge the good counsel and hard work of the officials in the Department of Education and Training who have helped us throughout the legislation and budget processes. Thanks also to AIATSIS Council Chairperson Professor Mick Dodson AM and all of the council members for their guidance and input during the year.

I also thank Michelle Patterson, who was the Deputy CEO for three years until January 2016. Michelle's vision and determination have been instrumental in achieving our new legislative mandate and funding base. I welcome the new Deputy CEO, Craig Ritchie. Thanks also to Jacqui Malins, the former Director of the Executive Unit, for her contribution to our results in 2015–16, and welcome to Charley Stanford-Smith, who has recently moved into that role.

Finally, thanks to all the longstanding and new employees of AIATSIS who work with commitment and dedication every day to make sure that Australia's Indigenous history is preserved and that culture lives and grows.

Mr Russell Taylor AM

Highlights 2015–16

- Amendments to the *AIATSIS Act 1989* (Cth) (AIATSIS Act) to update AIATSIS's purpose, functions and governance

- Allocation of $40 million over four years in the 2016–17 Budget, providing increased ongoing resources to preserve and share the nation's Indigenous heritage and culture

- Expansion of the areas of AIATSIS that manage and preserve the collection to more than twice their previous size

- Rollout of a digital assets management system and electronic document and records management system, essential for the safekeeping and efficient management of the digitised collections

- Opening of Family History Unit research support services to the public again

- The annual National Native Title Conference, a highlight every year but in 2016 the biggest yet

- Development of the Core cultural capability e-learning program for the Australian Public Service

- With the Ngaiyuriidja Ngunawal Language Group, preparing the Prime Minister to start his Closing the Gap address in the Ngunawal language

Vision

Our vision is a world in which Aboriginal and Torres Strait Islander knowledge and cultures are recognised, respected, celebrated and valued.

Purpose

AIATSIS works to build knowledge and understanding of Indigenous Australia, past, present and future, working together with Aboriginal and Torres Strait Islander peoples. We do this through undertaking and publishing research and providing access to print and audiovisual collections. This purpose is established in our legislation and outlined further in the vision and goals of the AIATSIS Corporate Plan.

Goals

Our goals are:

1. Strengthen and promote Australia's Aboriginal and Torres Strait Islander peoples and their heritage and culture

2. Ensure our collections are safe, accessible, valued and growing

3. Conduct and support impactful research, in partnership with communities, to extend Indigenous knowledge

4. Provide leadership across the cultural sector, including in research, collection and publishing

5. Foster a high-performing organisation where people choose to work.
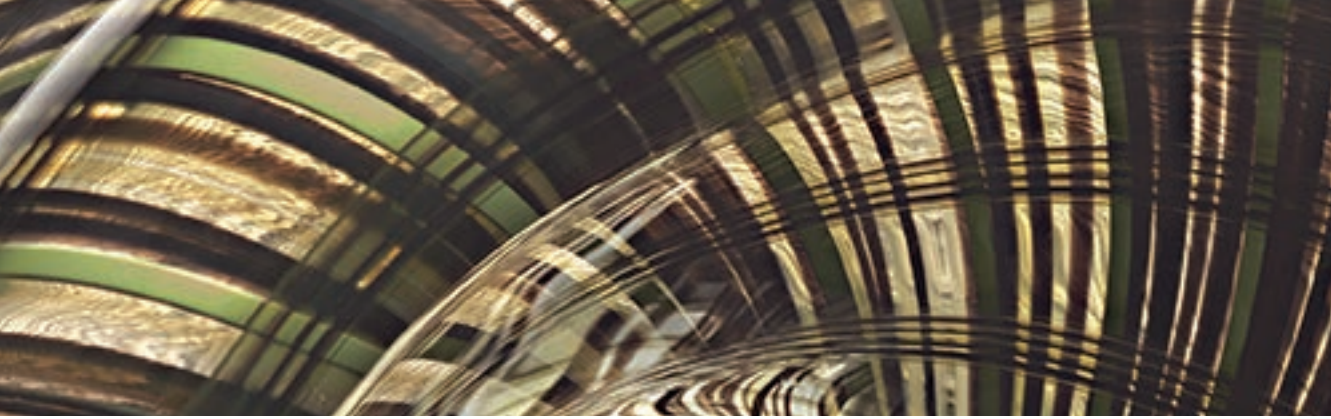
Legislation

AIATSIS is established by and authorised under the AIATSIS Act.

The AIATSIS Act was amended in February 2016, the first substantial revision since it was made in 1989. The amendments updated our governance and established the following functions that reflect our unique role in contemporary Australia:

(a) to develop, preserve and provide access to a national collection of Aboriginal and Torres Strait Islander culture and heritage

(b) to use that national collection to strengthen and promote knowledge and understanding of Aboriginal and Torres Strait Islander culture and heritage

(c) to provide leadership in the fields of:

    (i) Aboriginal and Torres Strait Islander research

    (ii) ethics and protocols for research, and other activities relating to collections, related to Aboriginal and Torres Strait Islander peoples

    (iii) use (including use for research) of that national collection and other collections containing Aboriginal and Torres Strait Islander culture and heritage

(d) to lead and promote collaborations and partnerships among the academic, research, non-government, business and government sectors and Aboriginal and Torres Strait Islander peoples in support of the other functions of AIATSIS

(e) to provide advice to the Commonwealth on the situation and status of Aboriginal and Torres Strait Islander culture and heritage.

AIATSIS Council members

AIATSIS is governed by a council of nine members, four of whom are elected by the members of AIATSIS and five of whom are appointed by the Minister.

See 'Our organisation' (page 12) for more information about AIATSIS's governance.

Professor Michael (Mick) Dodson AM (Chairperson) is a member of the Yawuru people, the traditional Aboriginal owners of land and waters in the Broome area of the southern Kimberley region of Western Australia. He is currently Director of the National Centre for Indigenous Studies at the Australian National University (ANU). He is a professor of law at the ANU College of Law and a fellow of the Academy of Social Sciences in Australia. He was Australia's first Aboriginal and Torres Strait Islander Social Justice Commissioner with the Human Rights and Equal Opportunity Commission, a position he held from April 1993 to January 1998. Professor Dodson was Australian of the Year in 2009.

Emeritus Professor Bob Tonkinson (Deputy Chairperson) took Honours and Masters degrees in social anthropology at the University of Western Australia, where he later held the Chair in Anthropology (from 1984 until his retirement in 2004). He obtained his doctorate in anthropology at the University of British Columbia (1972) and taught at the University of Oregon (1968–80) and the ANU (1980–84) before returning to Western Australia. From the 1960s he conducted research with Western Desert Martu people and on the islands of Ambrym and Efate in Vanuatu. He was active in land claim research on behalf of the Martu, who gained title to the bulk of their traditional homelands in 2002.

Professor John Maynard is a Worimi man from the Port Stephens region of New South Wales. He is currently a director of the Wollotuka Institute and Chair of Aboriginal History at the University of Newcastle. He obtained his doctorate in 2003, examining the rise of early Aboriginal political activism.

Professor Maynard was a member of the Executive Committee of the Australian Historical Association, the History Council of New South Wales and the Indigenous Higher Education Advisory Council, and has worked with and in many Aboriginal communities—urban, rural and remote. He is the author of eight books, including *Aboriginal stars of the turf, Fight for liberty and freedom* and *The Aboriginal soccer tribe.*

Ms Jodie Sizer is a Djap Wurrung / Gunditjmara woman and part of the Framlingham community of south-west Victoria. She was previously the Principal Consultant and Director of Ingenuity Australia, a consulting group that provides leadership, development and project management skills to Indigenous communities.

Ms Sizer was named as Victorian Aboriginal Young Achiever in 2000, when she was working as an auditor at a big-four accounting firm. She has also worked in Indigenous organisations and government, including as an Aboriginal and Torres Strait Islander Commission (ATSIC) regional councillor.

Ms Sizer has maintained a prominent role in the Indigenous space and across broader society. She has been a finalist in the Telstra Business Women of the Year award, listed in *Australian Women's Who's Who*, inducted into the Victorian Honour Roll of Women, received the Prime Minister's Centenary Medal and been listed as one of the Australian Financial Review's 100 Women of Influence.

Mr Kado Muir is an anthropologist/archaeologist with many years of experience working in Aboriginal heritage, traditional ecological knowledge and native title research. He was formerly a member of the AIATSIS Research Advisory Committee and has had a long association with AIATSIS.

Mr Muir is currently Chair of the Ngalia Foundation, which manages a number of community-based research projects, including the Goldfields Aboriginal Languages Project, the Goldfields Indigenous Heritage Program and traditional ecological knowledge projects through the Walkatjurra Rangers.

He operates a number of businesses, including an Aboriginal tour business and a heritage research and community development consultancy business. A long-time activist, he is currently engaged in campaigns to stop uranium mining and promote alternative community based enterprises. He brings to AIATSIS a strong community-based Indigenous research perspective and is interested in private sector funding for public collections and research.

Mr Geoffrey Winters is a descendant of the Kamilaroi nation from Walgett in north-west New South Wales. He is currently an associate in Sydney at international law firm Clyde & Co LLP.

He was judicial associate to the Honourable Justice Basten of the New South Wales Court of Appeal and to the Honourable Justice Wright of the Supreme Court of New South Wales.

Mr Winters graduated with a Bachelor of Arts with Honours in Political Economy and Laws from the University of Sydney, where he was President of the Australian Law Students' Association.

Professor Cindy Shannon is a descendent of the Ngugi people from Moreton Bay. In 2011 she was appointed as the Pro-Vice-Chancellor (Indigenous Education) at the University of Queensland. She is also currently the Director of the Poche Centre for Indigenous Health, which was established in late 2014.

Professor Shannon was previously the Director of the Centre for Indigenous Health at the University of Queensland and guided the development and implementation of Australia's first degree-level program to specifically target Aboriginal health workers. She has contributed to Indigenous health policy development and implementation nationally and undertaken a number of independent primary health care service reviews, including a major report for the 2003 interdepartmental review of primary health care service delivery to Aboriginal and Torres Strait Islander communities.

Professor Shannon was a member of the National Health and Medical Research Council and chaired its Aboriginal and Torres Strait Islander Research Advisory Committee from 2005 to 2012.

Currently a Fellow of the Queensland Academy of Arts and Sciences, she is also a member of the Health and Hospital Fund Advisory Board, Chair of the Queensland Aboriginal and Torres Strait Islander Foundation, a member of the Greater Brisbane Metro South Medicare Local Board and a member of the board of Lives Lived Well.

Ms Rachel Perkins is a member of the Arrernte nation, whose lands surround Alice Springs, and the Kalkadoon people from the Mount Isa region.

Ms Perkins has served on the boards of a number of federal agencies, including Screen Australia, the Australian Film Commission, and the Australian Film, Television and Radio School. She was a founding board member of National Indigenous Television (NITV), which she was instrumental in establishing. She has also served on the boards of various Aboriginal organisations and industry associations, including Bangarra Dance Theatre. She is currently on the board of the Australian Heritage Commission.

Her company Blackfella Films, established in 1993, is a leader in the creation of Indigenous content, including the series *First contact, Redfern now, First Australians, Ready for this* and, its latest production, *DNA nation*. Her work as director includes documentaries such as *Freedom ride* and recently *Black panther woman*, as well as the movies *Bran nue dae*, *One night the moon*, *Mabo* and the upcoming *Jasper Jones.*

Ms Perkins also works in the broader cultural sector, directing festivals such as the Yeperenye Festival for the Centenary of Federation. She researched and published *The black book*, a directory of Indigenous people working in the cultural sector. More recently she has focused on the development of Arrernte culture, starting with the Arrernte Women's Camp project, which recorded and revived the repertoire of Arrernte women's traditional musical heritage.

Photo: Leon Mead

Ms Donisha Duff is a Torres Strait Islander and Aboriginal woman with links to Moa Island and Badu Island and to the Yadhaigana/Wuthathi Aboriginal traditional owners of Cape York.

She is currently the National Manager of Indigenous Affairs at Kidney Health Australia.

Ms Duff was awarded a Roberta Sykes Fellowship to Harvard University and was a Board Trustee of the Roberta Sykes Indigenous Education Foundation from 2011 to 2016.

Currently she is Deputy Chair of the Stars Foundation to empower the educational development of Aboriginal and Torres Strait Islander girls and young women and is a member of the Australia and New Zealand Dialysis and Transplant Registry Indigenous Working Group.

She is also a Queensland ministerial appointee to the Metro South Hospital and Health Services Board.

Ms Duff completed a Master of Business Administration (ANU), was National NAIDOC Scholar of the Year in 2014 and is a 2015 Bob and June Prickett Churchill Fellow.
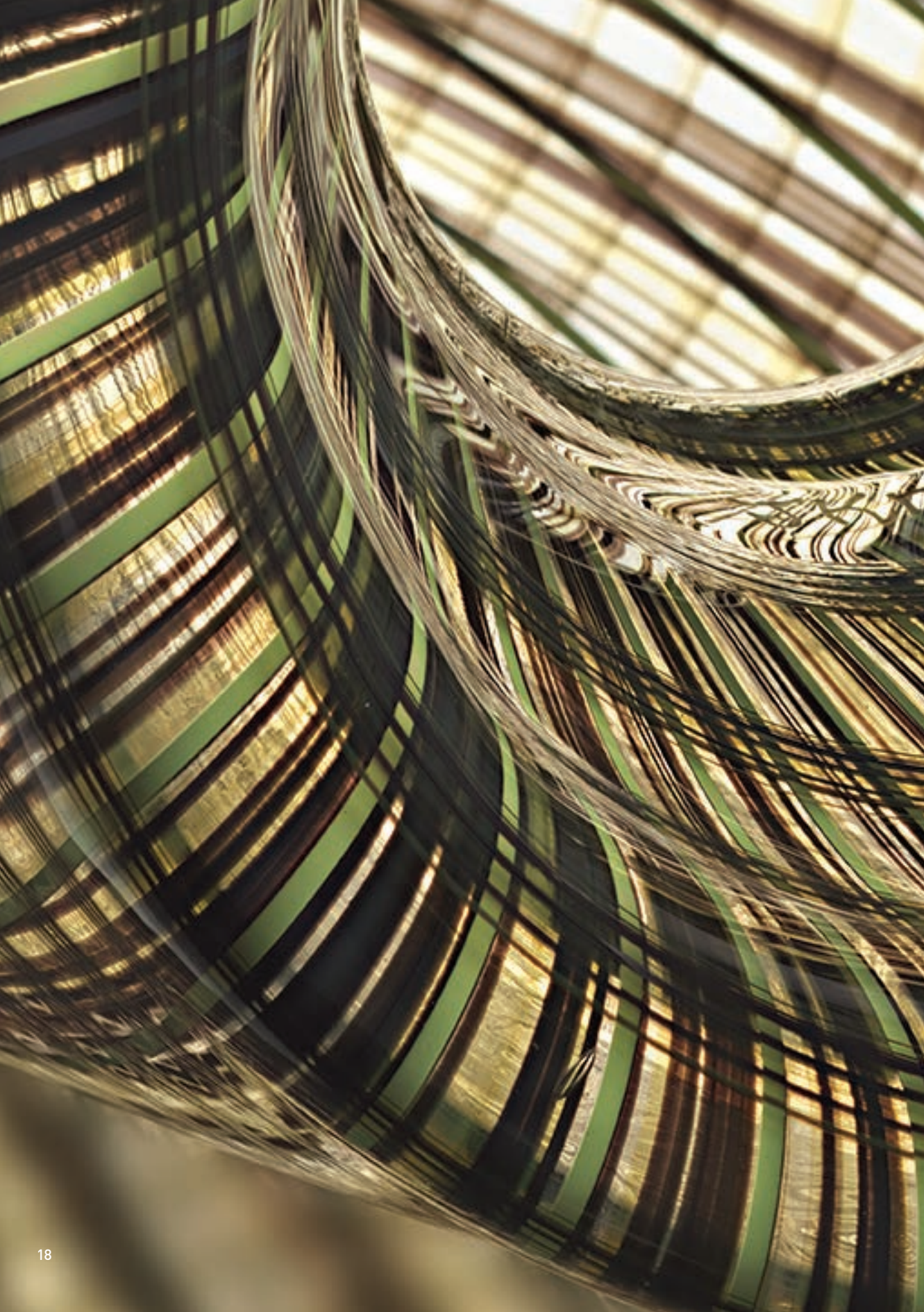
OUR **PERFORMANCE**

This section of the report constitutes AIATSIS's Annual Performance Statements for 2015–16, prepared in accordance with paragraph 39(1) (a) of the *Public Governance, Performance and Accountability Act 2013* (Cth) (PGPA Act).

In the opinion of the AIATSIS Council, the accountable authority, the performance statements:

(i) accurately present the entity's performance in the reporting period

(ii) comply with subsection 39(2) of the PGPA Act.

AIATSIS Portfolio Budget Statements 2015–16 and AIATSIS Corporate Plan 2015–16 to 2018–19

The AIATSIS Portfolio Budget Statements 2015–16 (the PBS) sets out how we intended to expend our annual appropriation of $15 million, including the 2015–16 Budget measure of $5 million for one year, to achieve our purpose and deliver our outcome:

Further understanding of Australian Indigenous cultures, past and present, through undertaking and publishing research, and providing access to print and audiovisual collections.

The goals and strategic direction in the PBS were based on AIATSIS's Statement of Strategic Intent 2012–2016. That statement has been superseded by the AIATSIS Corporate Plan 2015–16 to 2018–19. This annual report reports on our performance against the goals, strategies and measures articulated in the Corporate Plan.

This section addresses the priorities outlined in the PBS under our Corporate Plan goals as follows:

- securing AIATSIS's collection —see Goal 2
- establishing the AIATSIS Foundation —see Goal 1
- pursuing an externally funded strategic research agenda—see Goal 3
- transformative planning and reform —see Goal 5
- building on AIATSIS's refreshed online presence—see Goal 1
- refreshing the publishing business model—see Goal 1.

AIATSIS foresaw that key challenges would be change management related to transformative planning and structural reform, and the implementation of technological change. These challenges are addressed throughout the report but particularly under Goal 2 and Goal 5.

Table 1 shows how the key performance indicators (KPIs) in the PBS match up with the goal(s) in our Corporate Plan. In this section we assess our performance against the KPIs in the 'Planned performance and measures', 'Results' and 'Analysis' subsections under each goal.

Table 1: Relationship between key performance indicators and corporate plan goals

KPI	GOAL
Reach and impact of our communication activity	1
Quality, innovation and impact demonstrated through AIATSIS's own research, publications and collections practice	1, 2, 3 and 4
Reach and take-up of standards, guidance and advice on best practice	4
Rates at which material is offered to and accepted into the collection, preserved and made discoverable and accessible	2
Performance against measures of staff engagement	5

One Mob Different Country dancers at the
National Native Title Conference 2016

OUR **GOALS**

Goal 1 Strengthen and promote Australia's Aboriginal and Torres Strait Islander peoples and their heritage and culture

Goal 2 Ensure our collection is safe, accessible, valued and growing

Goal 3 Conduct and support impactful research in partnership with communities to extend Indigenous knowledge

Goal 4 Provide leadership across the cultural sector, including in research, collection and publishing

Goal 5 Foster a high-performing organisation where people choose to work

1964 The Australian Institute of Aboriginal Studies (AIAS) is established through an Act of Parliament to record language, song, art, material culture, ceremonial life and social structure before those traditions perished in the face of European ways.

RIGHT WRONGS WRITE **YES** ABORIGINES!

1967 On 27 May 1967, more than 90% of Australians voted **"Yes"** to remove two references in the Australian Constitution, which discriminated against Aboriginal people, and gave the Commonwealth Government power to make laws specific to Aboriginal people and to allow for Aboriginal people to be counted in the census.

1970 **Philip Roberts becomes the first Aboriginal member appointed to the AIAS council.** Of Alawa descent, Philip was educated at Roper River mission, a resolute political activist concerned with the alienation of reserve l...

1971 **Senator Neville Bonner fills a Senate vacancy for the Liberal Party in Queensland.** He is the first Aboriginal person to sit in the Commonwealth Parliament and later appointed to the AIAS Council.

ABORIGINAL EMBASSY

DESTROY ARNHEM LAND WE DESTROY AUSTRALIA

WHAT I AM TO USE OUR OWN LAND

WHICH DO YOU CHOOSE?? LAND RENTS or BLOOD??

In the early morning hours of 26th January 1972, Ab... men Michael Anderson, Billie Craigie, Tony C... Bertie Williams planted a beach umbrella o... Parliament House in Canberra to protest the... refusal to recognise Aborigin...

1974 The AIAS Council approves initial funding... training of Aboriginal people involved in... research projects.

Visitors enjoying the new exhibition displays
in the refurbished AIATSIS foyer

Goal 1

Strengthen and promote Australia's Aboriginal and Torres Strait Islander peoples and their heritage and culture

Planned performance and measures

AIATSIS aimed to maintain overall levels of communication and community engagement during 2015–16.

The channels for this are shifting—for example, towards online activity. Measures of the reach and impact of our communication and community engagement activities include the number and value of publications, media coverage, website and social media reach and activity, and memberships and partnerships.

Our strategies

Promote our role as the national research and collecting institution on matters of importance to Aboriginal and Torres Strait Islander peoples

With AIATSIS focused on the transition to new functions and increased funding, we took a selective and strategic approach to communications and promotional activity.

We implemented a new online communication strategy, which included search engine optimisation across the new website. This resulted in increases of 27 per cent in website page views, 62 per cent in sessions and 14 per cent in our online and social media community.

We used key events and opportunities to build AIATSIS's profile, including the annual National Native Title Conference, celebrations of the 30th anniversary of the Uluru–Kata Tjuta handback, and helping

the Prime Minister begin his annual Closing the Gap speech in the Ngunawal language.

We also redesigned and renovated the foyer of our building into a modern and interactive exhibition space. Featuring a changeable 'songlines' display, interactive wall and immersion room, the new space opened with the *First* exhibition. This highlights important events and people in Aboriginal and Torres Strait Islander history pre- and post-colonisation, alongside a history of AIATSIS's role in Indigenous research and events. It also uses footage from the documentary series *First footprints*.

The redesigned foyer now provides a fitting welcome to Aboriginal and Torres Strait Islander people visiting AIATSIS, and an engaging and enriching stop for other visitors, including the many who pass our doors on their way to the National Museum of Australia.

Tyronne Bell, (left, with his son Jai) and Glen Freeman help Prime Minister Malcolm Turnbull prepare to address the Parliament in the language of the Ngunawal people.

AIATSIS and the Ngaiyuriidja Ngunawal Language Group help the PM deliver a speech in language

In 2014 AIATSIS and a group of Canberra Ngunawal community members known as the Ngaiyuriidja Ngunawal Language Group began a collaboration to revitalise the Ngunawal language of the ACT and south-east New South Wales.

In February 2016 the Prime Minister, the Hon. Malcolm Turnbull, decided to begin his first major speech to parliament on Indigenous affairs in the Ngunawal language—the language of the land on which Parliament House sits.

The Prime Minister's office contacted AIATSIS linguist Dr Doug Marmion for help in preparing the speech. Dr Marmion supported Mr Turnbull via Skype, and then in person with two members of the Ngaiyuriidja Ngunawal Language Group, Tyronne Bell and Glen Freeman. They checked the accuracy of the speech and coached Mr Turnbull on how to acknowledge and pay respects to Ngunawal elders.

The language of the Ngunawal people was almost dormant just two years ago. The impact of dispossession meant that the language had not been widely spoken for more than a century. AIATSIS continues to work with the Ngunawal Ngaiyuriidja Language Group to revive the Ngunawal language.

Senior Arrernte and Warlpiri men and PAW Media staff visiting AIATSIS

Repatriation of Warlpiri Arrernte knowledge

After a year of preparation, PAW Media and senior Arrernte and Warlpiri men visited AIATSIS on 19 and 20 April 2016 to repatriate the Olive Pink papers and return Warlpiri knowledge to the community.

The Warlpiri people had a longstanding relationship with Olive Pink, starting in 1933 when she became the first anthropologist to study the Ngarliya Warlipiri of the Pikilyi region. Her papers, housed in the AIATSIS Collection, document extensive information about the Arrernte and Warlpiri communities.

In 2015 PAW, assisted by researchers from Charles Darwin University, began work with the Warlpiri communities to develop the Warlpiri Language and Culture Centre, where the repatriated material will be housed. The Warlpiri community will then be able to easily access the papers and benefit from the documentation of their cultural knowledge and history.

The visit to AIATSIS was filmed for an upcoming documentary on Olive Pink and the time she spent with the Warlpiri people.

Review and reposition the AIATSIS brand to increase our recognition among the general public, including Aboriginal and Torres Strait Islander communities

In addition to the activities described above, AIATSIS focused on outreach and community visits to enable Aboriginal and Torres Strait Islander people and communities to engage with materials in the collection. These visits also built relationships and helped promote culture and art to the wider community.

Additional resources allowed us to increase outreach activities, including visits to Indignous communities as well as visits from Indigenous communities and organisations to AIATSIS. Visitors included groups from schools and vocational education and training colleges; Indigenous adult and youth leadership programs, including the Torres Strait Regional Authority Women's Leadership program and the Australian Indigenous Leadership Centre; arts and media organisations; and land councils. We also supported visits to the AIATSIS Collection in conjunction with the National Museum of Australia's *Encounters* exhibition, which involved extensive community engagement in curating and presenting objects of cultural significance. More detail on some of these visits is provided in feature stories in this report.

Two very successful art markets were held at AIATSIS during the year. In December 2015 the Warlpiri Art Market featured work from Warlukulangu Artists of Yuendumu and Warnayaka Art Gallery in Lajamanu, Northern Territory. Working with remote art centres Djilpin Arts and Tjanpi Desert Weavers, the Weaving Culture market and masterclass in March 2016 brought work from the communities of Wugularr (Beswick) in the Northern Territory and the Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) lands of the Central Desert region. Artists attended the event to sell their work and teach their skills.

Weaving masterclass under way

Kimberley art workers visit AIATSIS

On 24 June 2016 a delegation from the Arts Worker Extension Program, which is run through the Association of Northern, Kimberley and Arnhem Aboriginal Artists (ANKAAA), visited AIATSIS for a tour and family research visit.

The group of eight participants and four support workers toured the reading room, were guided by staff of the Access and Client Services Unit to search the pictorial database, and visited the sound and film vaults to see where and how AIATSIS looks after audiovisual material. The participants found plenty of photos of their families and communities and took many prints home with them.

This was the sixth annual visit by ANKAAA.

ANKAAA arts workers' visit to AIATSIS: (left to right) 2012 graduate Alan Joshua Jr (Ngukurr Arts), Jennifer Wurrkidj (Babbarra Designs), Ashley Pollock-Harris (AIATSIS), Eleanor Galvin (AIATSIS), Augustina Kennedy (Djilpin Arts), Amy Chesher (AIATSIS), Jason Marrkula (Gapuwiyak Art and Culture), Ishmael Marika (Buku Larrngay Mulka) (in front), Jangu Nundhirribala (Numburindi Artists Association), 2015 graduate Maxine Charlie (Nagula Jardu Women's Centre), Ribgna Green (Warlayirti Artists), Kylie Simpson (AIATSIS), Lisa Marcussen (AIATSIS), Bernadette Mungatopi (Munupi Arts) and Tyson Brown (AIATSIS)

On behalf of Aboriginal and Torres Strait Islander peoples, be a trusted and respected gateway to, and promoter of, authoritative information about Aboriginal and Torres Strait Islander cultures and history in a contemporary context.

Online exhibitions

We added two new online exhibitions to the AIATSIS website in 2015–16: *The Stafford brothers* and *Uluru–Kata Tjuta: celebrating the 30th anniversary of the handback*. This brings the portfolio of new and revamped exhibitions to nine since the new website was launched in March 2015.

Online exhibitions use collection material and research to illustrate important stories and themes relating to Aboriginal and Torres Strait Islander people's role in building the nation. The exhibitions are visually engaging and are designed to allow for promotion across a variety of online platforms. As well as telling carefully documented stories that can be explored at different levels, they are a gateway into other material in the collection.

The Stafford brothers tells the story of three Aboriginal servicemen, descendants of the Darug (Warmuli clan) and Gamilaroi peoples, who served in the Australian Light Horse as part of the Australian Imperial Force in the First World War. The exhibition commemorates the service and sacrifice of the original ANZACs and of generations of Australian servicemen and servicewomen.

Uluru–Kata Tjuta: celebrating the 30th anniversary of the handback examines the traditional lore of the Anangu people of that country; the environment, history and future of Uluru–Kata Tjuta; the celebration of its handback to the Anangu in 1985; and the anniversary celebration in 2015.

Map of Indigenous Australia

The AIATSIS map of Indigenous Australia is our most recognised, used and requested resource. Previously available only in larger sizes, it was produced in A3 format in 2015–16 as a desk-sized version designed for the educational and cultural/tourism sectors. Demand has been demonstrated—for example, the Department of Defence purchased 1,000 copies to include in its new reconciliation action plan kit.
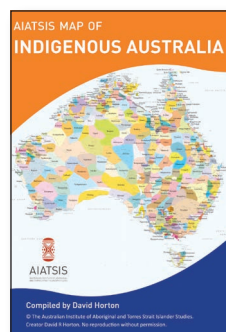
Celebrating the 30th anniversary of the Uluru–Kata Tjuta handback

As part of the celebration in 2015 of the 30th anniversary of the Uluru–Kata Tjuta handback, AIATSIS worked in partnership with Parks Australia and the Indigenous Land Corporation to produce an online exhibition and help to repatriate a selection of images from the AIATSIS Collection to the Mutitjulu community.

The exhibition brings together a variety of multimedia elements to illustrate the story of the handback, which was the result of a long and difficult campaign by many elders to reclaim rights to their own land. Through personal accounts and stories about images from the AIATSIS Collection shared by community members, it acknowledges the efforts to restore land rights to the people and celebrates the strength and vibrancy of the community today.

We also developed 50 images into a commemorative package, which our chairperson and CEO presented to Anangu traditional owners and the chairperson of the board of Uluru–Kata Tjuta National Park at the community celebrations. The community also received a comprehensive list of materials in the AIATSIS Collection that relate to Uluru and surrounding areas, to make them aware that these materials exist and that they can access them.

AIATSIS CEO Russell Taylor AM and AIATSIS Council Chairperson Professor Mick Dodson AM present traditional owner Sammy Wilson with the commemorative package of photos.

Promotion of our publications

AIATSIS's publishing arm, Aboriginal Studies Press, conducted promotional campaigns throughout the year linked to events including National Bookshop Day, Children's Book Week, Indigenous Literacy Day and Reconciliation Week.

Libraries are an important and reputable channel for the distribution of publications. As a result of discussions in 2015–16, AIATSIS publications have been recommended for inclusion in ACT public libraries and the ACT Heritage Library.

Media engagement on some publications was extensive and substantial. Aboriginal Studies Press author Bronwyn Carlson, a Stanner Award winner, wrote an opinion piece for the NITV/SBS television program *The point* and was interviewed by host Stan Grant. She was also interviewed on ABC Radio (regional), ABC Radio National and SBS Radio's *Living black* program. Her one-week guest appearance on the Twitter account @IndigenousX, which has developed a substantial social media presence, was hailed by founder Luke Pearson as 'the most engaging IndigenousX so far'.

AIATSIS entered into an agreement with a Chinese publisher to translate and publish Chinese editions of five Aboriginal Studies Press titles: *Fight for liberty and freedom, Convincing ground, Mutton fish, Doreen Kartinyeri* and *Paint me black*. These will be promoted initially to Australian Studies centres in China. Discussions continue on a Chinese edition of the *Little red yellow black book*.

Develop and implement a plan, including appropriate capital investment, to respond to AIATSIS's short-, medium- and long-term needs for employee accommodation; safe storage of and access to the collection; and the exhibition, presentation and communication of collection materials and Indigenous knowledge

AIATSIS prepared plans to replace the climate-controlled collection storage vaults, as these are the highest priority capital investment to manage risks to the collection. We also developed concept plans for expansion of the building, including increased staff accommodation and exhibition space. The next steps, in 2016–17, will be further development of the concept plans, and agreement on arrangements to resource and implement the capital investment plan to put AIATSIS on a sustainable footing for the future.

Publish and promote quality works, especially by Indigenous authors

Through Aboriginal Studies Press, AIATSIS continued to publish new works and to promote our publishing lists. We published general trade works, available for sale through a range of print and digital channels, including Amazon and international distributors; and research publications, available via open access through the AIATSIS website. Our promotional activities are discussed above under 'Promotion of our publications'.

An external review of the Aboriginal Studies Press business model was commissioned and completed in 2015–16. The findings and recommendations of the review are under consideration, and the next steps will be decided and planned in 2016–17.

In 2015–16 we published seven new titles in print and e-book form, four of which were by Indigenous authors. We used book launches to engage media coverage, and authors were interviewed for press, radio and television. We published two issues of the *Australian Aboriginal Studies* journal, containing a mix of multidisciplinary articles across a range of subjects.

New books published in 2015–16
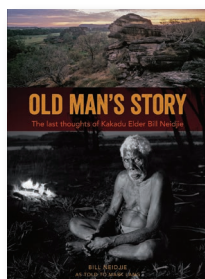
Old man's story by Bill Neidjie and Mark Lang (July 2015)

The 'old man' of this book, often called Big Bill Neidjie because of his imposing height and strength, was the last fluent speaker of the Gagudju language from northern Kakadu. Bill Neidjie wanted to record aspects of his life for younger generations of Gagadju, to help them look after their country and remember its stories, and to share with *balanda*, non-Aboriginal people. Structured in the cycle of the seasons and complemented by Lang's landscape photos, *Old man's story* provides readers with insight into the annual transformation of landscape. Big Bill broke with tradition and requested that his funerary rites be filmed, in his quest to share his culture. This film was handed to AIATSIS for safekeeping when the Lorrkon ceremony was re-enacted as part of AIATSIS's 50th anniversary celebrations in 2014.
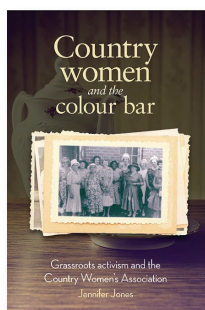
Country women and the colour bar by Jennifer Jones (October 2015)

In the 1950s and 1960s, Aboriginal women joined specially created Aboriginal branches of the Country Women's Association. *Country women and the colour bar* offers insights into the experience of Aboriginal and White rural women as they worked together to make gains for Aboriginal communities before Aboriginal people had widespread access to citizen's rights. It reveals how Aboriginal assimilation policy met everyday reality as these rural women broke with the established segregation in an unprecedented fashion and thereby challenged the colour bar.
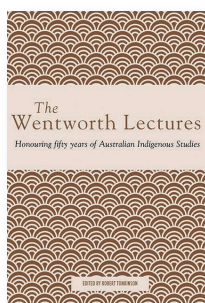
The Wentworth Lectures (November 2015)

The Wentworth Lectures honour the contribution of Sir William (Bill) Wentworth to the creation of AIATSIS in 1964. There have been 18 Wentworth lecturers since the biennial address was established in 1978. A veritable who's who of Australian Indigenous studies, all had free rein as to the topic and content. The lectures cover political, social, economic and in some cases religious factors relevant to their time. This volume of edited transcripts reflects the changing social values and the evolution of ethical research in Australia.
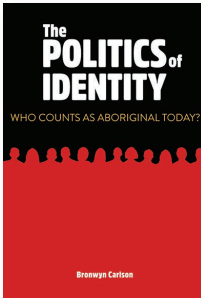
The politics of identity: who counts as Aboriginal today?
by Bronwyn Carlson (February 2016)

Developed from the 2013 Stanner Award winning manuscript by Bronwyn Carlson, *The politics of identity* explores Aboriginal and non-Aboriginal understandings of Aboriginality and the way these are produced and reproduced in different contexts. Emphasising Indigenous debates and claims about Aboriginality, this book navigates the tensions around measures of identity and the pressures and effects of identification, including in the new and increasingly contested space of online Indigenous communities on social media.

Pictures from my memory: my story as a Ngaatjatjarra woman
by Lizzie Marrkilyi Ellis (May 2016)

Pictures from my memory is an autobiographical account of Lizzie Marrkilyi Ellis's life as a Ngaatjatjarra woman from the Australian Western Desert. Born in the bush at the time of first contact between her family and White Australians, Ellis shares vivid personal reflections that offer both a historical record of, and, profound emotional insight into her unique experience of being woven between cultures—her Aboriginal community and the Western world. She takes us from her first memories as an Aboriginal child living in communities, her schooling years on the reserves and the progressive cultural changes that her family experienced, to her work as a renowned linguist and interpreter for judges and politicians.
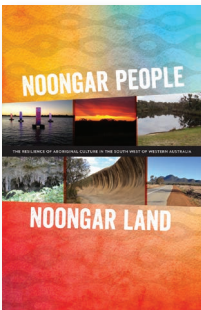
Noongar people, Noongar land by Kingsley Palmer and the South West Aboriginal Land and Sea Council (June 2016)

Noongar people, Noongar land arose from the protracted struggle of the Indigenous Noongar people of south-west Western Australia to gain recognition of their native title rights and interests under the Australian Government's *Native Title Act 1993* (Cth). Based on the expert anthropological report for the Noongar people's native title claim, known as the Single Noongar Claim, it is a collective account of the Noongar people's relationships with each other and with the country to which they remain connected. The Noongar people who informed the content of this book, some of whom have not survived to see its publication, bear witness to the continuing vibrancy of Noongar tradition.
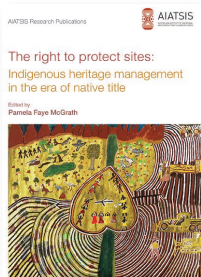
The right to protect sites: Indigenous heritage management in the era of native title edited by Pamela McGrath (June 2016)

A large and profitable Indigenous heritage management industry has emerged in the wake of the resources boom of recent decades, with thousands of Indigenous heritage impact assessments conducted every year. Yet few governments have successfully reformed heritage laws to accommodate native title rights, and conflict over site destruction is regularly front-page news. *The right to protect sites* brings together a range of authors who explore native title and Indigenous heritage regimes around the country, and charts the history of advocacy and policy development, highlighting the successes, limitations, inequalities and opportunities of current arrangements.

Provide curriculum and resources for the Australian education sector

AIATSIS completed the mapping of our content to various Australian curricula in 2015–16. Planning for how to promote these resources through both free and fee-based channels is underway.

During the year we compiled or updated 64 language and people bibliographies for material in the AIATSIS Collection and added them to our website. These are important resources for general and academic audiences.

Foster an active membership and implement a volunteers program

The AIATSIS Council consulted AIATSIS's members before changes were made to the AIATSIS Act in 2015–16. The amendments to the Act allow the membership base to broaden, as members are now required to demonstrate interest in Aboriginal and Torres Strait Islander culture and heritage, rather than in Aboriginal and Torres Strait Islander studies. The membership application and appointment process has also been streamlined, as the AIATSIS Council now has sole responsibility for appointing members. Previously advice from the Research Advisory Committee was required before the council could consider applications.

AIATSIS recruited a Volunteer Coordinator in May 2016 to continue implementation of the planned volunteer program. We have identified opportunities for volunteer participation across AIATSIS, and the program will start in 2016–17.

Consolidate and develop the AIATSIS Foundation

In consultation with other leading cultural institutions and the Department of Finance, AIATSIS has refined the administrative model of the AIATSIS Foundation to ensure that it is best practice, fit for purpose, effective, efficient, low risk, transparent and accountable.

This will ensure that the foundation is able to:

- support the work of AIATSIS in promoting understanding, appreciation and study of the living culture, history and cultural heritage of Indigenous Australia
- contribute funds to AIATSIS's capital works program to ensure that AIATSIS has appropriate facilities to meet its long-term requirements and fulfill its purposes
- support the development of the AIATSIS Collection
- develop and deliver initiatives in support of the Before It's Too Late policy.

Results

In addition to the results and outcomes described against the strategies above, the following table sets out results against a range of quantitative and qualitative measures, with comparisons to 2014–15 results.

Table 2: Goal 1 performance measurement

MEASURE	2014–15 RESULTS	2015–16 RESULTS
Sale of publications (includes book sales, subscriptions, Copyright Agency Limited (CAL) and other licence fees, and royalties from aggregators and resellers)	$363,940 including $48,940 from the online shop	$349,878 including $62,944 from the online shop (28% increase)
Number of new publications	5	7
Indigenous authorship of publications	2 out of 5 publications had Indigenous authors or co-authors	4 out of 7 publications had Indigenous authors or co-authors
Number and take-up of educational resources produced	One set of curriculum-linked teachers notes was prepared and produced for free online access	Mapping of AIATSIS resources to the national curriculum was completed
Media coverage	194 media items featuring AIATSIS	64 media items featuring AIATSIS, and increasing depth and substance
Website visits, and visits to online collections and information topics	1,113,952 page views 374,666 sessions	1,418,078 page views (approx. 27% increase) 607,034 sessions (approx. 62% increase)
Social media community size	29,094 followers across all social media accounts	33,224 followers (approx. 14% increase)
Number of AIATSIS members	633	650
Engagement in AIATSIS's public program	40 VIP and general interest groups toured AIATSIS	41 VIP and general interest group tours, with 267 total participants

Analysis

As part of the strategic reallocation of resources to preserve the AIATSIS collection, the number of employees and the amount of funding dedicated to promotion, communication and publications were reduced during 2015–16. This is reflected in the results for measures including media coverage and engagement in AIATSIS public program.

However, while the number of media items declined quite markedly, the quality and depth of coverage increased. For example, *the Age* and BBC Online published substantial articles about the background—involving AIATSIS and the Ngaiyuriidja Ngunawal Language Group—to the Prime Minister's starting his Closing the Gap speech in the Ngunawal language; and the *Sydney Morning Herald* published an in-depth article, and *Meanjin* magazine an essay, on Alf Stafford, the Aboriginal driver, friend and confidant of Prime Minister Sir Robert Menzies.

Implementation of our new online strategy, including search engine optimisation across the website, has been very successful, resulting in a dramatic increase in numbers of website sessions and views. Although the position of Online Content Manager was vacant for more than half of the year, our social media audience grew steadily.

The number of books we published also increased—from five to seven—despite reduced staffing, and the proportion of books with Indigenous authors or co-authors increased from 40 per cent to more than half. This is a result of the long-term development of relationships with potential authors. Our publications revenue via the online shop increased, with surges during promotional campaigns. This success will inform our future publishing and marketing strategies and business models.

Lily Karadada and Mary Pandilo with their Wandjina bark paintings at an exhibition of Aboriginal art and craft of the Kimberley, Perth, 1976. From *Identity Magazine* images in the AIATSIS Collection

Goal 2

Ensure our collection is safe, accessible, valued and growing

Planned performance and measures

Preservation of the AIATSIS Collection was our highest priority activity in 2015–16 and the purpose to which maximum resources were dedicated. We monitored the rates at which material was:

• offered to and accepted into the collection

• preserved (including the highest priority material);

• made discoverable and accessible.

Our strategies

Ensure the long-term survival of our collection through physical and digital preservation

We implemented a very large increase in the size of our Collections program in 2015–16 to respond to urgent risks to the collection and set up AIATSIS to preserve heritage and culture over the long term.

In the 2014–15 Budget, AIATSIS received a one-year funding allocation of $5 million to ramp up the preservation of the collection while decisions were made about long-term funding and organisational function. This was a substantial increase from previous funding top-ups of $3.3 million per annum.

It was combined with a strategic reallocation of funding within AIATSIS to increase the proportion of funding allocated to preserving and managing the collection.

We recruited 51 new skilled employees during the year, bringing the total Collection workforce to 107. We made investments in facilities and equipment, and tested and implemented changes to management structures and workflow. We expanded existing operations in areas dealing with audio and pictorial material. Areas dealing with moving image, art and artefacts needed to be rebuilt or built from the ground up, as they had been operating at a negligible level in recent years due to limited resources.

Collections Manager (Audio) Kazuko Obata presenting the hard drive to Dr Luise Hercus, who later commented, 'I am just beginning to realise how enormous this present is, the one in the little pink bag!'

Celebrating the 90th birthday of Dr Luise Hercus, linguistics legend

For the celebration of Dr Luise Hercus's 90th birthday on 16 January 2016, AIATSIS completed the digitisation of her audio recordings. A long-term AIATSIS member, Dr Hercus was one of the first researchers to receive financial support from AIATSIS for fieldwork. Her recordings include the only available sound recordings of several languages. These recordings are now treasured and used by the communities for language revitalisation.

At the birthday celebration held at the Australian National University we presented Dr Hercus with a hard drive containing a digital copy of her recordings—over 1100 sound files. A book, *Language, land and song: studies in honour of Luise Hercus*, was produced for the occasion, with over 30 contributors from the fields of linguistics, history and anthropology. The volume includes a paper by Grace Koch and Kazuko Obata, former and current AIATSIS staff members, '"I am sorry to bother you": a unique partnership between Luise Hercus and the Australian Institute of Aboriginal and Torres Strait Islander Studies'.

Dr Hercus is still active in her research and is analysing the languages and songs she recorded.

To ensure that the growth in digitisation activity was targeted as effectively as possible, we developed our new Digitisation Prioritisation Policy, which is being applied across the program.

Conservation assessment of art and artefacts was ramped up and was in full swing by the end of the year, despite some delays in recruiting a suitably qualified conservator.

As significant investment is required to equip AIATSIS to digitise art and artefacts, we ran a pilot program with equipment borrowed from the National Library of Australia (NLA) to confirm that it would meet our requirements before making such an important purchase. Objects across different types and media (such as large paintings, works on paper, sculpture and weaving) were digitised during the pilot to ensure that all the needs of the collection could be met. As well as confirming that the equipment is suitable, this process has resulted in a range of high-priority art and artefacts now being available for online exhibition and other types of presentation. Some have already featured in an ABC news story and been used to illustrate an article by Paul Daley in the *Guardian*. Procurement of the equipment will proceed in 2016–17.

Provide the policies, tools, support and guidance to ensure people discover and access our collection and are assisted to understand it

AIATSIS has contributed an update to the Form of Name for Persons as an authorised access point to the International Federation of Library Associations and Institutions.

This document outlines the conventions established by AIATSIS as a cataloguing standard. It will help to make material relating to Indigenous people within our collection and across the world more discoverable. The update is available online at www.ifla.org/node/4953.

Work continued on the project to update AIATSIS's Language and Peoples Thesaurus, a tool that enables Australian languages and language groups to be consistently identified in catalogues despite alternative spellings and names. The project is 85 per cent complete.

With new resources available, there was a major focus on creating and improving catalogue records for audiovisual material. Previously we focused on the more detailed audition sheets and caption lists, which are vital for effective research once a resource is in use. Now we are applying more effort to create the overarching catalogue records that will allow broader discoverability.

AIATSIS supports the preparation and consideration of native title claims by providing access to the material in its collection, much of which is directly relevant to the preparation of native title claims because of its historical and geographical depth. Our native title access service is specialised and focused on the needs of the sector, so native title representative bodies and service providers usually make AIATSIS their first port of call when researching claims. In 2015–16 there were 136 unique requests for information, up 20 per cent from last year. These resulted in 18 visits to view and copy material, and the provision of material including 72 print items, 237 audio tracks and two moving image collections.

Significant additions to the AIATSIS Collection in 2015–16

Artworks and artefacts

We acquired a number of beautiful and important artworks for the AIATSIS Collection, including two glass works by Jennifer Kemarre Martiniello. Martiniello is an award-winning artist and writer of Arrernte, Chinese and Anglo-Celtic descent who won the prestigious Telstra National Aboriginal and Torres Strait Islander Art Award at the Museum and Gallery of the Northern Territory in 2013. *Medium Bi-colour Eel Trap #2* and *Tall Green Reeds Fish Trap* are luminous examples of her blown glass, which contains coloured canes that produce a feathered effect to evoke classic Australian woven eel and fish traps, demonstrating cultural connections while referencing a contemporary world.

Audio recordings

An important donation accepted into the AIATSIS Collection was a set of 700 cassette tapes donated by Ian Malcolm. These tapes contain recordings of the Aboriginal English spoken by several hundred children in various regions of Western Australia, made by Dr Ian Malcolm and Dr Susan Kaldor. The recordings were made between 1973 and 1983 as part of two research projects to investigate forms of Aboriginal English spoken in Western Australia and the effect of Aboriginal English on the acquisition of Standard English. Analysis of the recordings has been shared in many research papers by Malcolm and Kaldor and has contributed to other publications such as Diana Eades's *Aboriginal English*, published by AIATSIS in 2015. Finding aids have been prepared and the tapes are now being digitised. Along with supporting project documentation, data analysis and still images, the recordings will soon be easily and safely available to other researchers and Western Australian Aboriginal communities.

Moving image—film and video

Professor David MacDougall, Director of the Australian Institute of Aboriginal Studies (AIAS, which became AIATSIS) Film Unit from 1975–91, returned 38 film cans containing ethnographic films produced by him, Judith MacDougall and Kim McKenzie, such as *Takeover, Collum calling Canberra, Sunny and the dark horse, Transfer of power, Link-Up diary and Waiting for Harry*. The AIAS Film Unit titles comprise a significant part of AIATSIS's moving image collection, and this donation of the original film presents an important opportunity to reassess the copies that we hold.

During the 2016 National Native Title Conference in Darwin, the Kanamekek-Yile Ngala Museum at Wadeye (Port Keats) in the Northern Territory handed over to AIATSIS a collection of approximately 381 VHS/SVHS tapes, 582 MiniDV tapes and born-digital audiovisual files from the Thamarrurr Development Corporation, Wadeye. Much of the collection was filmed by Mark Crocombe during his 38 years living in the Wadeye community and features Murrinpatha, the predominant language spoken there. The tapes record daily life and activities in Wadeye and surrounding areas of the Thamarrurr region and the Fitzmaurice River, Daly River, Moyle River and Cape Scott areas. They include culture stories, ceremonies, languages in several dialects, cultural sites, rock art sites, football matches, church services, bush foods, hunting and school events.

Mr and Mrs Chaseling's first house at Yirrkala, 1935. Wilbur Chaseling founded the mission the previous year. Image from the Church Missionary Society collection

Photographic images

Another addition is the Church Missionary Society collection of over 1,000 photographic prints and negatives, donated by Lyn Milton in 2015. This collection contains an array of images detailing Indigenous daily life and ceremonial activities at mission sites in the Northern Territory from the 1920s to 1970s. The images were created and collected by David and Merrill Hassell, missionaries in the Northern Territory from 1963 to 1970. They include images recording the experiences of earlier missionaries working with Indigenous communities, including the Reverend James Taylor, Wilbur Chaseling, Dick Harris and Keith Hart. As the collection spans so many years, the images document the changes missionaries brought to traditional Aboriginal communities including those at Yirrkala, Roper River, Groote Eylandt, Oenpelli and Numbulwar. The impacts of these changes on daily life over 50 years feature prominently. The media and condition of the negatives required specialist handling and preparation before digitisation could proceed.

AIATSIS CEO Russell Taylor AM and AIATSIS Council Chairperson Mick Dodson AM accept the Kanamekek-Yile Ngala Museum collection from Jacinta Crocombe

Promote our collection as research infrastructure, national heritage and a community resource

See Goal 1.

In line with our collection development policy, strategically grow the collection to increase its current and future value

To ensure the best use and management of increased and longer term resources, we will focus on strategic acquisitions in 2016–17. Growth in the collection in 2015–16 was still largely based on items offered to us but, having employed curators for the first time in many years, we were able to make strategic decisions and target purchases to fill major gaps in the art and artefacts collection.

Keep pace with technological developments through strategic investments, including a new digital assets management system and digital storage systems

Implementation of a digital asset management system (DAMS) and electronic document and records management system (EDRMS) continued through the year. This major project, expected to continue for another 12 months, will ensure best practice in our management of digital preservation processes, in turn ensuring the preservation of the collection for many years to come.

Hand in hand with the DAMS, we initiated a project to replace our digital asset storage system. The existing system is not only running out of space but also starting to show symptoms of unreliability, which could be catastrophic. To manage this risk, a new system that meets current standards and requirements will be procured.

We installed a Golden Eye 4 4K film scanner to provide world-class motion picture preservation capabilities at the highest digitisation quality available. We also installed an MWA 2K scanner, to be used in the preservation of lower quality film objects.

Our pilot project to identify the best technology for digitising art objects and artefacts is discussed under the goal 'Ensure the long-term survival of our collection through physical and digital preservation' (page 39).

Continue to develop policy and practice regarding rights, access and use of collection materials to manage cultural needs while maximising access

A systematic review of all AIATSIS depositors and deposit conditions began in 2015–16. This project has made the collection more accessible by updating the depositor contact details for material gifted to AIATSIS, and means that we can respond more efficiently to requests to access material. Over the year a total of 286 depositor records were updated, and more than 20 depositors indicated that they wished to gift material to AIATSIS.

We also undertook a review of the AIATSIS Access and Use Policy. This exercise provided an opportunity to compare the policy's inherent risks against its main reward of increasing the collection's accessibility. No significant concerns arose and the review found that the policy reduces barriers to access, especially for Aboriginal and Torres Strait Islander people and Return of Materials to Indigenous Communities (ROMTIC) materials. In parallel with the Access and Use Policy review we considered cultural and intellectual property rights, with the aim of giving communities depicted in research more control of the material.

Elders and custodians with AIATSIS staff: (back left to right) Stewart Hoosan, Gadrian Hoosan, Bruce King, David Isaac, Jason De Santolo, Kayannie Denigan, Amy Chesher, Ash Pollock-Harris and Heath Garrett; (front left to right) Nancy McDinny, Eleanor Galvin, Kylie Simpson and Alana Harris

Partnership with Borroloola clans to lead the sensitive handling of cultural material

In early 2015, Jason De Santolo, a Garrwa/Barunggam man who is a senior researcher at Jumbunna, University of Technology Sydney (UTS), found that sacred and secret material belonging to Borroloola clans was discoverable by the public through an AIATSIS online finding aid. This was of great concern to clan elders and custodians, who raised the matter with AIATSIS.

To allow the issues to be fully understood and the options for proper management explored, AIATSIS provided support for elders and senior custodians to travel to Canberra to explore the collection and discuss how such material should best be managed. Working closely with Access and Client Services Unit staff, the elders and custodians discovered important material to repatriate to Borroloola. Together we laid the foundations for a respectful partnership to continue exploring new and better ways to sensitively manage knowledge.

Mr De Santolo said:

Working in a space that honoured the relationship made this a very special moment and allowed for the foundation of a partnership between our clans and AIATSIS. It raised some of the complexities in the way knowledge is shared, attributed, stored and repatriated and offered some insights into how we can move forward with integrity and with the wellbeing of all clearly at the centre of our intent. With strategic legal support from Jumbunna Research UTS we also sparked some new strategies and ideas that we will action. We believe that this collaboration will slowly reveal more about the transformative potential of nurturing our ancient knowledge systems.

After the visit an elders working group representing four clans—Garrwa, Yanyuwa, Mara and Gudanji—was established back in Borroloola to guide the work with AIATSIS over the long term.

Results

The two tables that follow set out:

- results against the collection preservation targets for 2015–16 that were set in the Corporate Plan
- results for all stages of the collection management process by media, with comparisons to 2014–15 results, wherever available.

As anticipated during preparation of the AIATSIS Corporate Plan and reflected in its targets, the definitions and units for a number of measures are being changed between 2014–15 and 2016–17 to make the measures more accurate and more comparable over time. The revised units include number of pages for manuscripts, number of feet instead of titles or reels for motion picture film, and hours instead of titles for video footage. Measurements for these media are estimates only until digitisation occurs. That is the point when actual content (as opposed to the number and capacity of reels, cassettes and so on) becomes known. In this transitional year, the new measures were used to set and assess achievement against the targets, but old measures are used where necessary to measure progress relative to 2014–15.

Table 3: Collection preservation performance

ITEMS/MEDIA	TARGET	RESULT	VARIATION FROM TARGET (%)
Art objects digitised	150 objects	114	−24
Artefact objects digitised	100 objects	9	−91
Audio hours digitised	3,600 hours	4,018.65	+12
Motion picture film feet digitised	200,000 feet	266,770	+33
Video hours digitised	330 hours	534.29	+62
Film sound hours digitised	120 hours	170.35	+42
Pictorial preservation masters	60,000 images	45,232	−25
Print manuscript preservation masters	50,000 pages	58,641	+17

Table 4: Goal 2 performance measurement

MEASURE	2014–15 RESULTS	2015–16 RESULTS	CHANGE (%)
Unpublished material offered to the collection (registered)			
Print (manuscripts)	91 items	77 items	−15
Audio	3,145 items	488 hours (753 items)	−76
Pictorial	5,971 items	24,401 items	+309
Moving image	2,218 items		
Film		150,182 feet	
Video		842 hours	
Art objects and artefacts	77 items	372 items	+383
Material accepted into the collection (accessioned)			
Print	1,801 items	4,043 items	+124
Audio	538 items	1,504 items (942 hours)	+180
Pictorial	6,679 items	19,340 items	+190
Moving image	631 items	2,132 items	+238
Film		66,666 feet	
Video		454 hours	
Art objects and artefacts	12 items	333 items	+2,675
Material digitally preserved			
Print	157,963 items	114,413 items (including 58,641 manuscript pages)	−28
Audio—preservation masters/hours	6,187 / 4,224 hours	5,838/4,019 hours	−35
Pictorial—preservation masters created	37,828	45,232	+20
Moving image—preservation masters created	659	1,893	+187
Film	148	624 (266,770 feet)	
Video	511	1,269 (534 hours)	
Film sound—preservation masters created	25	441 (170 hours)	+1,664
Art and artefacts	Not measured		New measure
Art objects		114	
Artefacts		9	

MEASURE	2014–15 RESULTS	2015–16 RESULTS	CHANGE %
Discoverability aids produced			
Document-finding aids	2	20	+900
Audio audition sheets	324	524	+62
Audio-finding aids	32	43	+34
Pictorial caption lists	128	335	+162
Moving image audition sheets	Not measured	51	New measure
Moving image finding aids	15	10	−33
Catalogue records—new and upgraded	2,913 (reported on print only)	6,022	+107
New annotations to catalogue	690	1,502	+118
Access to the collection			
Research visits	1,010	725	−28
Requests/inquiries	2,962	5,554	+88
Client satisfaction survey results (rating out of 5)			
General satisfaction	4.90	4.92	−
Finding materials	4.34	4.56	+5
Helpfulness of staff	4.97	4.97	−
Catalogue use—Mura sessions	34,808	74,650	+114
Value of material returned to Indigenous communities*	$16,443.00	$47,845.50	+191

* Value as per allowances under the ROMTIC program, which funds the provision of a certain number of copies of relevant material to Indigenous people and communities at no cost to the client.

Analysis

2014–15 was a year of major transition for AIATSIS, especially for our Collections area. Required to grow rapidly as a result of the internal funding reallocation and the budget increase from 2014–15, Collections recruited a large number of skilled staff. Excellent outcomes were achieved on the whole, setting up the capacity to transition smoothly to an ongoing increase in resources from the 2016–17 Budget.

Labour market shortages meant that for some positions it took longer than expected to find suitably qualified and skilled employees. These included pictorial collection management and digitisation positions, a volunteer coordinator, a rights manager and a conservator. The recruitment drive itself was a large call on the time of existing Collections staff, especially early in the year, slowing activities across the board.

The DAMS and EDRMS rollout is another program setting AIATSIS up for much more efficient, reliable and sustainable collection management. The rollout delayed other activity, and the DAMS rollout was delayed because of other work priorities.

Increased funding allowed some new or lapsed activities to start or resume. This involved investment in equipment and technology and the establishment of new workflows and technical processes.

Performance against preservation targets

We exceeded five of eight targets for collection preservation: digitising audio, motion picture film and film sound, video and print materials.

We did not meet our target for digitising pictorial material (photographs) due to delays in recruiting suitably qualified employees and the construction of new studio space.

We did not meet our targets for digitising art objects and artefacts but did make notable progress in this part of the collection. As mentioned before, AIATSIS has been unable to employ the required experts in art curation and conservation for several years, so the preparation and preservation of artworks and artefacts has been dormant except for emergency conservation work that could be outsourced. We also need a major investment in equipment and technology to give us the capacity to digitise this material at an acceptable standard. With expertise on board in 2015–16, we built a new studio and conducted a pilot digitisation project using borrowed equipment from the NLA. Now that this equipment has been proven to meet our specific needs, procurement will proceed in 2016–17. Our success in ramping up registration, accessioning and cataloguing, along with assessing physical conservation needs and commissioning expertise to meet them is evident in the results. For example, we accessioned 2,675 per cent more art and artefacts in 2015–16 than in the previous year.

Improvements in accessioning material into the collection can be seen across all media. Improvements on our 2014–15 outcomes ranged from 124 per cent for print to 238 per cent for moving image. This means that more material has been assessed, prioritised and prepared ready for future digitisation.

Access and use of the collection

Improvements in the accessibility of the collection are visible already, as indicated by a small (5 per cent) but pleasing improvement in client satisfaction with finding materials.

Additional outreach activities resulted in increased numbers of visits and requests for material. This is evident in the tripling of the value of materials returned to Indigenous communities, as calculated under the AIATSIS ROMTIC program. Our new catalogue interface, which focuses on user experience and ease, has also made the collection easier to search and navigate remotely. This has been amplified through AIATSIS's collaboration with Trove, a platform that brings together content, resources and metadata relating to Australia from libraries, museums, archives, repositories and other research and collecting organisations to make them easier to find and use. With more AIATSIS records added, Trove became the top source of online referrals to our Mura catalogue.

In 2016–17 we will increase the opening hours of the reading room as a pilot, to see whether it leads to an increase in research visits without inhibiting preservation activity.

Growth in the collection

The volume of material offered to our collection, together with donations and deposits is influenced by many external factors. Growth rates provide important context about the need and demand for our services. The deposits in 2015–16, with significant growth in pictorial media and art and artefacts, indicate that communities trust us to keep these items safe.

2015 Stanner Award winner Dr Virginia Marshall
at the award presentation

Goal 3

Conduct and support impactful research in partnership with communities to extend Indigenous knowledge

Planned performance and measures

AIATSIS's research activity received $2.8 million in external research income to support project work. Performance is measured first by delivery of contracted outputs and outcomes. We also monitor the levels of quality, innovation and impact demonstrated through our research, using measures including the number of publications and presentations and the number and size of grants and research contracts secured.

Our strategies

Conduct and support leading research that contributes to the wellbeing of Aboriginal and Torres Strait Islander peoples, led by and in partnership with Aboriginal and Torres Strait Islander communities

Family history research

In 2015–16, we reopened the service to qualifying members of the public to research their Aboriginal and Torres Strait Islander heritage. For some years the Family History Unit has only been available to Link-Up organisations, which provide family history and family reunion services to members of the Stolen Generations. We also finalised and uploaded family history research resources to our website to support independent researchers and those who do not qualify for support from our research service.

Our Certificate IV in Stolen Generations Family History Research and Case Management has been under development since 2013–14, with support from the Link-Up Advisory Group, and was accredited in 2014–15. In 2015–16 a pilot programwas implemented. The training was delivered in Adelaide and Sydney, by Aboriginal registered training organisations, in three modules, or 'pillars', each lasting five days. The Certificate IV will be evaluated in 2016–17 and then made more widely available.

Link-Up Advisory Group members (left to right) Frank Spry (NTSGAC), Tikka Wilson (AIATSIS), Pauline McKenzie (KSG), Lou Turner (Link-Up SA), Casey Butler (Yorgum), Margaret Girdwood (Moreton Consulting), Pat Conlon (Link-Up Queensland), Kerry Pearse (AIATSIS), Chris Howland (Link-Up SA) and Margaret North (Link-Up Queensland) at AIATSIS with course participants Megan, Karen, Dianne, Amanda, Owen, Bronwyn, Patricia, Raelene, Frank and Louis.

NSW Aboriginal Fishing Rights Group steering committee members following the negotiation of a research agreement with AIATSIS (October 2015)
Photo: Tran Tran

Land and water research projects

AIATSIS is rebuilding its research presence in Indigenous land and water management through publications and a suite of targeted research collaborations. Five peer-reviewed publications were issued, involving a total of 51 external authors, 13 of whom were Indigenous.

They covered topics including international cooperation for trans-boundary coastal management, managing cross-cultural research partnerships, new digital monitoring tools for rangers, and Aboriginal cultural fishing.

Integrating measures of Indigenous land management effectiveness	
Started: November 2012	Completion due: November 2016
This project is a collaboration with Indigenous people to develop measures of land management effectiveness and protocols to implement them. These will enable Indigenous land managers to measure how well they are achieving their own objectives and how they are contributing to environmental and social improvements such as supporting biodiversity and reducing greenhouse gas emissions.	

Mapping livelihood values of Indigenous customary fishing	
Started: July 2015	Completion due: August 2017
Using a case study approach, this project is working to understand and articulate Indigenous cultural and social values associated with customary fishing and to develop tools and strategies to recognise and use these values in the development of contemporary fisheries management strategies. During 2015–16 the project team conducted a series of workshops on the New South Wales South Coast with cultural fishers via the NSW Aboriginal Fishing Rights Group. They carried out fieldwork in the New South Wales case study, interviewing 76 people in April and May 2016. These interviews were with interrelated clan groups including Wadi Wadi, Wandandian, Jerrinja, Murramarang, Walbunja and Yuin-Monaro. Interview locations included Wallaga Lake, Narooma, Broulee, Bingi, Moruya, Burlings Head, Mogo, Nowra, Jigamy Farm and Jerrinja. Over 10 hours of group and individual interviews were recorded. A community report has been published that provides information on the outcomes of each community visit.	

Employment and livelihoods in Indigenous natural and cultural resource management	
Started: July 2015	Completion due: December 2016
This project involves a longitudinal examination of employment opportunities advertised in the natural resource management sector since 1998 and the development of a database of those positions and their location, qualifications and conditions. This will support analysis of the participation of Indigenous people in the sector over that time and identification of the unique opportunities that may be open to them as the traditional owners and managers of land and sea around the country.	

Culture and heritage projects

Serving our country

Started: January 2014	Completion due: October 2017

This four-year research project explores the history of Aboriginal and Torres Strait Islander service in the Australian defence and auxiliary services from the 1890s to 2000. It is expanding and enhancing archival collections and both scholarly and popular writing and other resources. It will facilitate health and wellbeing outcomes for ageing participants, strengthen networks and relationships of Indigenous people and researchers and strengthen the national understanding of our history. A richly illustrated book presenting an individual and collective biographical, family and community history approach to understanding Aboriginal and Torres Strait Islander defence service will be produced in the second half of 2016. This is an Australian Research Council (ARC) funded project in collaboration with the ANU, National Archives of Australia (NAA), Department of Defence, Australian War Memorial and Department of Veteran's Affairs.

Aboriginal and Torres Strait Islander health research in practice—history of the Lowitja Institute

Started: July 2014	Completion due: August 2016

This project uses a historical approach to understand the evolution of Indigenous health research in Australia, specifically through the Lowitja Institute and its predecessor, cooperative research centres. It will look at the role of influential individuals, major contributions of AIATSIS to health research, and important partnerships and their success factors. The final product, a publication and e-book, will be completed in August 2016.

History of the NSW Aborigines Protection/Welfare Board

Started: July 2015	Completion due: June 2018

A collaborative team of Indigenous and non-Indigenous researchers from AIATSIS and the universities of Newcastle, Sydney and New England are using archival and oral history research to produce a landmark social history of the Aboriginal experience of the Protection/Welfare Board. We play an important role in facilitating access to AIATSIS records relating to the board. An important product of this project, to be delivered in the second half of 2016, will be an interactive map of the various missions, reserves and stations in New South Wales to support easy searching for family and other forms of history.

Hearing histories of the Western Pilbara

Started: June 2015	Completion due: June 2018

This project is the first collaborative, interdisciplinary investigation of the Thaabi Pilbara public song genres, part of the rich musical heritage of the Pilbara region. A map-based online platform will deliver records of these songs and histories to communities and the wider public. This project is funded by the ARC.

Singing the train	
Started: January 2014	Completion due: October 2016

This is a collaborative history research, recording and exhibition production project between AIATSIS, the Wangka Maya Pilbara Aboriginal Language Centre and Revolutions Transport Museum, Western Australia. The project has recorded, repatriated and translated historical sound recordings and created an exhibition, *Singing the train*. It is based on an Indigenous language song sung by Topsy Fazeldean Brown in the Nyamal language of Western Australia's Pilbara region, recorded by Carl von Brandenstein in 1964. The initial research and exhibition at Revolutions Transport Museum in 2014–15 was extended into further products and presentations in 2015–16—see the feature story 'Take-up use and impact of AIATSIS research findings' on page 66.

Ngunawal language project	
Started: 2013	Completion due: ongoing

Ngunawal community members and AIATSIS linguists first met in early 2014 to discuss the possibility of working together on language revival. AIATSIS and the Ngaiyuriidja Ngunawal Language Group signed a cooperative research agreement to revitalise the Ngunawal language of the ACT and south-east New South Wales in July 2014.

In 2015–16 the project continued its work of revitalising the Ngunawal language. Tyrone Bell of the Ngaiyuriidja Ngunawal Language Group and official AIATSIS visitor Michael Walsh presented a paper at the Puliima Indigenous Languages and Technology Conference in Melbourne in mid-October 2015, 'First steps on the Ngunawal language revitalisation journey', describing the project's journey over the last three years.

Centre of Excellence for the Dynamics of Language corpora project	
Started: 2015	Completion due: 2021

Through the corpora project, AIATSIS is providing language and linguistics expertise to the Centre of Excellence for the Dynamics of Language over the next six years. During this time, we will develop protocols and structures to help the centre's partners to access AIATSIS archived materials, accession materials, and support the development of linguistic corpora for up to 10 Australian languages, drawing on AIATSIS-held materials. The project team will also develop and disseminate principles and protocols for archiving complex electronic objects comprising language data in the AIATSIS archives.

Health and wellbeing projects

Longitudinal study of Aboriginal and Torres Strait Islander peoples' wellbeing (Mayi Kuwayu)	
Started: 2014	Completion due: ongoing
This project is an investigation into how Aboriginal and Torres Strait Islander culture affects health and wellbeing. It is the first time a study like this has been undertaken. The project team is following people over a long period and monitoring changes in their wellbeing. The focus of Mayi Kuwayu is to examine how improvements in Aboriginal and Torres Strait Islander wellbeing are linked to things like connection to country, cultural practices, ritual, spirituality and Aboriginal and Torres Strait Islander language use. In 2015–16 the survey questionnaire was piloted at a number of case study sites, including with communities in the Murray–Darling region.	

Cultural competency

Core: Australian Public Service cultural capability e-learning program	
Started: January 2014	Completion due: October 2016
In June 2015 AIATSIS partnered with the Department of the Prime Minister and Cabinet and the Department of Social Services to develop an Aboriginal and Torres Strait Islander cultural capability e-learning program for use across the Australian Public Service (APS). The program is designed to be consistent with and embedded in an AIATSIS cultural proficiency framework. Core is discussed in more detail under Goal 4 (page 71).	

Core: Defence resource library	
Started: January 2016	Completion due: December 2016
Following its development of the Defence Cultural Awareness (Indigenous) Learning Framework, the Department of Defence commissioned AIATSIS to develop an electronic resource library containing accessible and accurate materials, mapped to illuminate each area of the framework. In 2015–16 the project team finalised the solutions architecture and the first 45 pieces of foundational content to populate the system.	

Deliver priority projects in partnership with the native title sector against agreed Native Title Research Unit outcomes

The following projects are delivered as agreed outcomes of funding (listed as 1 to 4 below) for the Native Title Research Unit (NTRU) from the Department of the Prime Minister and Cabinet. The NTRU has been in place for over 20 years and has led research sector support as the native title legal framework has been developed and implemented. As this was the first year of a new NTRU agreement (2015–18), work on the projects in 2015–16 involved significant workforce and project planning. Recruitment to the positions under the agreement was completed in October 2015.

1. Building stronger native title organisations

National Native Title Conference

The National Native Title Conference was again the premier forum for the native title sector to come together to network, share information and knowledge, and discuss and debate emerging issues and challenges. Details are under 'National Native Title Conference 2016' on page 72.

National Prescribed Bodies Corporate Meeting

AIATSIS convened the National Prescribed Bodies Corporate Meeting on 31 May 2016 in Darwin, immediately preceding the National Native Title Conference. This important national meeting is a closed session for prescribed body corporate (PBC) directors, members and staff, and provides participants with an opportunity to discuss collective issues and experiences.

The meeting was attended by 60 participants from 28 PBCs from around Australia and the Torres Strait. Issues and topics discussed included funding shortages, the National PBC Council, the Indigenous Advancement Strategy, agreement-making between native title representative bodies (NTRBs) and PBCs, and research needs.

In September 2015 AIATSIS researcher Dr Lisa Strelein returned to work with the native title groups in the Torres Strait on developing their governance framework for the region. Dr Strelein was invited to facilitate a week-long workshop at which the new regional representative body undertook training in board governance and specifically in the NTRB responsibilities that it is taking on from next year. The workshop was intensive and had strong participation from all. The result was the development of a strategic plan and the adoption of policies and procedures to support the group's organisational goals.

2. Leveraging native title for sustainable social and economic benefit

The following projects active in 2015–16 focus on unlocking the social and economic benefits of native title.

Maximising equity in native title land	
Started: July 2015	Completion due: June 2018
This project is examining and developing different models of communal title that could enable individuals and communities to access the value of native title land and develop economically and socially sustainable communities. A proposed leasing model developed through this project, 'Native title leasing under the non-extinguishment principle', was presented to the Australian Human Rights Commission Indigenous Property Rights Network Roundtable (March 2016) and Banking Roundtable (May 2016). The model will be piloted with native title communities in 2016–17.	

Understanding native title economies	
Started: October 2016	Completion due: December 2017
This project analyses the economic and sociocultural costs, benefits and values of the work involved in claiming, pursuing and managing native title, from the formation of native title claim groups to the operation of PBCs. Discovering how much paid and voluntary work is undertaken will provide a better understanding of the costs and benefits of native title. During 2015–16 the project team completed the Worktracker database, which will support management, reporting and applications for funding by helping organisations track their own work and costs. The database was presented at the 2016 National Native Title Conference, and a number of organisations have expressed an interest in working with AIATSIS to pilot its use.	

3. Improving information access and the native title knowledge base

AIATSIS produces and maintains a suite of resources to support native title stakeholders including PBCs—also referred to as registered native title bodies corporate—and convenes the National PBC Working Group.

During 2015–16 we updated the *Native title information handbook* and maintained resources for PBCs including the NTRB Legal Precedents Database and the native title website www.nativetitle.org.au, which now includes profiles of all 157 PBCs in Australia. National and state PBC funding and training guides were also produced during the year.

Resources published in 2015–16

In 2015–16 our NTRU produced:

- three issues of *Native Title Newsletter*
- 12 issues of *Native Title in the News*
- 12 issues of *What's New in Native Title*
- updates to the *Native title information Handbook.*

The NTRU also publishes books, reports and issues papers. In 2015–16 these included:

- *Implementing native title: Indigenous leadership in land and water livelihoods* (November 2015)

- *Managing information in native title: survey and workshop report* (November 2015)
- *Negotiating the shared management of Matuwa and Kurrara Kurrara* (August 2015)
- *Registered native title bodies corporate —prescribed bodies corporate summary* (December 2015)
- national and state PBC funding and training guides (May 2016—seven in total)

- *Wearing two hats: the conflicting governance roles of native title corporation and community/shire councils in remote Aboriginal and Torres Strait Islander communities* (March 2016)
- *The right to protect sites: Indigenous heritage management in the era of native title* (June 2016).

Managing information in native title	
Started: January 2015	Completion due: June 2018
This project arose from a series of workshops and requests from organisations that identified a need for solutions to manage, store and use the large volumes of information and materials gathered and created through the process of claiming and managing native title. It is producing information management resources and guidelines for organisations, and providing the foundation for the return and management of native title information assets in communities.	

4. Understanding native title law and its relationship with other legal regimes

Native title representative bodies knowledge management project	
Started: July 2015	Completion due: June 2018
This project is a technical redevelopment and expansion of the NTRB Legal Precedents Database, a critical resource for legal practitioners operating in the complex, evolving and high-pressure area of law surrounding NTRBs. It will improve support for native title organisations and the legal practitioners working in them by improving the structure and usability of the database and making it more comprehensive and up to date.	
During 2015–16 we reviewed the database and published the findings of the review in an issues paper. Subsequently a steering committee was formed consisting of members from the Kimberley Land Council, NTSCorp, North Queensland Land Council, Yamatji Marlpa Aboriginal Corporation and Central Desert Native Title Services to provide feedback on the technical redevelopment of the tool. The database was relaunched and a workshop on the redeveloped database was held at the 2016 National Native Title Conference.	

Inspire Indigenous people to engage in research and education

Stanner Award

Sponsored by AIATSIS, the biennial Stanner Award is awarded to the best unpublished academic manuscript by an Aboriginal and/or Torres Strait Islander author. It is the only award of its type in the country. The winner receives a $5,000 cash prize, an inscribed glass eel trap sculpture, mentoring support to turn their manuscript into a publication, and publication by Aboriginal Studies Press.

The winner of the 2015 Stanner Award was Wiradjuri Nyemba lawyer, researcher, teacher and advocate Dr Virginia Marshall. She received the award for her work *A web of Aboriginal water rights: examining the competing Aboriginal claim for water property rights and interests in Australia*. AIATSIS is working with Dr Marshall to prepare her book for publication.

Entries for the 2017 Stanner Award will open on 1 July 2016.

Step-Up accelerated career development program

The Step-Up program has run for the past three years to help Aboriginal and Torres Strait Islander people to secure qualifications that will allow them to progress in their chosen career while gaining relevant on-the-job experience and skills. The program began in 2013–14 with funding for three years from the Department of the Prime Minister and Cabinet.

Since then, 19 Aboriginal and Torres Strait Islander people have participated and seven participants have graduated with the following qualifications: Bachelor of Culture and Heritage, Master of Liberal Arts (Museums and Collections), Master of Archaeological Science, Bachelor of Arts (Honours) in Aboriginal Culture and Natural Resource Management, Bachelor of IT and Design, Diploma of Photography, and Master of Linguistics. Other participants left the program to take up employment with other organisations connected to their field of study.

In 2015–16 there were 12 participants at the start of the year and nine at the end. Seven participants are still in the program and are due to complete their studies during 2016–17. Funding for the program will cease on 31 December 2016.

Stories of Step-Up success

Participants in the AIATSIS Step-Up program have relished their experiences and are forging successful careers.

Rhonda Smith graduating from the ANU with a Masters in Linguistics, with her mentor Dr Michael Walsh

Rhonda Smith, a postgraduate Step-Up participant, graduated with a Masters in Linguistics at the ANU and is now permanently employed by AIATSIS as an archive officer in the audio collection.

Alana Garwood-Houng graduating from the ANU with a Masters in Museums and Heritage with Honours

Alana Garwood-Houng graduated with a Masters in Museums and Heritage with Honours and is permanently employed by AIATSIS in the Collections section as Curator, Art and Artefacts. Ms Garwood–Houng was announced as the ACT NAIDOC 2016 Scholar of the Year on 10 July 2016, just after this annual reporting period.

Bhiamie Williamson completed his first semester in the Master of Indigenous Governance program at the University of Victoria, British Columbia.

Jodie Dowd in Washington DC during her internship at the National Museum of the American Indian

Jodie Dowd is a First Nation woman descended from the Noongar people of Western Australia with cultural affiliations to the Minang and Kitja groups of the south-west and Kimberley regions. She joined the Step-Up program in 2014 to study for her Master of Heritage and Museum Studies at the ANU as well as a Diploma of Library and Information Services at the Canberra Institute of Technology.

During 2015–16 Ms Dowd took the opportunity of placements with the National Museum of Australia (NMA) and the NLA. She conducted research focused on Aboriginal and Torres Strait Islander materials in the NMA's National Historic Collection and assisted with a community event to celebrate the opening of the NMA's landmark Encounters exhibition, where she met Noongar relatives among the attendees. At the NLA she assisted with reference services and created a finding aid for Noongar genealogies recorded in the Daisy Bates manuscripts, making these genealogies more accessible.

A highlight of Ms Dowd's Step-Up experience is the 10-week internship at the Smithsonian Institution's National Museum of the American Indian in Washington DC.

She said: *I'm very excited about learning how the National Museum of the American Indian incorporates Indigenous knowledge systems in managing cultural materials within the collections, and I'm looking forward to sharing this knowledge when I return to home.*

Develop and maintain strategic partnerships with Australian universities and research agencies, international partners, industry and communities

AIATSIS engages in strategic partnerships through participation in national networks and centres and bilateral agreements, and through participating in research projects as a partner or consultant.

Table 5: Research networks and partners

NETWORK	PARTNERS	AIATSIS role
National Indigenous Research and Knowledges Network (NIRAKN) ARC Strategic Research Initiative	Queensland University of Technology (lead), Central Queensland University, Charles Darwin University, ANU, University of Newcastle, University of Melbourne, University of Tasmania, University of Technology Sydney, University of Western Australia, University of Wollongong, United Nations University, Aboriginal and Torres Strait Islander Healing Foundation, National Congress of First Peoples, NintiOne, South Coast Women's Health and Welfare Aboriginal Corporation	Collaborating organisation Yuraki—History, Politics & Culture NIRAKN node leader
ARC Centre of Excellence for the Dynamics of Language	ANU (lead), University of Melbourne, University of Queensland, University of Western Sydney, 10 international institutions	Partner organisation 1 chief investigator on AIATSIS staff
Lowitja Institute Cooperative Research Centre for Aboriginal and Torres Strait Islander Health (CRCATSIH) (2014–2019)	Lowitja Institute, Edith Cowan University, James Cook University, Menzies School of Health Research, University of New South Wales, Charles Darwin University, La Trobe University, University of Melbourne, Griffith University, QIMR Berghofer Medical Research Institute, Department of Health, Central Australian Aboriginal Congress, Aboriginal Medical Services Alliance Northern Australia, the George Institute for Global Health	Essential participant CRC–funded projects Collaborative research projects and contract research 1 board member on AIATSIS staff Various projects throughout the life of the agreement
Cooperative Research Network for Indigenous Research Capacity	Batchelor Institute of Indigenous Tertiary Education (lead), Monash University, Charles Darwin University, ANU	Project partner
Memorandum of understanding / collaborative agreement to establish a National Centre for Cultural Competence	University of Sydney, Georgetown University (USA)	Partner Steering committee coordinator 1 joint appointment located at AIATSIS

The purposes of the projects listed in the following table, and progress towards achieving them in 2015–16, are described elsewhere in this report under the relevant goal and strategy.

Table 6: Partnership projects

NEW PROJECTS 2015–16	PARTNERS	AIATSIS role
Native Title Research Unit	Department of the Prime Minister and Cabinet	Grantee
Murray Darling connection to country project	ANU	Consultant
Defence resource library	Department of Defence	Consultant
Continuing projects		
ARC Discovery Projects—History of NSW Aborigines Protection/Welfare Board, 1883–1969.	University of Newcastle	Collaborating organisation 1 chief investigator on AIATSIS staff 1 AIATSIS visitor
ARC Discovery Projects—Hearing histories of the Western Pilbara	University of Melbourne	Collaborating organisation 1 chief investigator on AIATSIS staff
Fisheries Research and Development Corporation—Livelihoods in Indigenous customary fishing	Fisheries Research and Development Corporation, Rural Solutions South Australia	Administering institution 2 chief investigators on AIATSIS staff
ARC Discovery Indigenous—Justice reinvestment	ANU (lead)	Collaborating organisation 1 chief investigator on AIATSIS staff
ARC Linkage Projects—Return, reconcile, renew (repatriation)	ANU (lead), University of Queensland, University of Melbourne, Flinders University, Kimberley Aboriginal Law and Culture Centre, Ngarrindjeri Regional Authority, 5 other local/community organisations	Collaborating organisation 1 AIATSIS visitor
ARC Linkage Projects—Serving our country	ANU (lead), University of Newcastle, Australian Catholic University, Department of Defence, Australian War Memorial, National Archives of Australia, Department of Veterans' Affairs	Collaborating organisation 1 chief investigator on AIATSIS staff
ARC Linkage Projects—Integrating measures of Indigenous land management effectiveness	Charles Darwin University (lead), University of Queensland, CSIRO, 4 other organisations	Collaborating organisation 1 chief investigator on AIATSIS staff
Lowitja CRCATSIH history project	Lowitja Institute	Consultant
Cultural capability e-learning program	Department of the Prime Minister and Cabinet, Department of Social Services	Consultant
Projects completed 2015–16		
ARC Linkage Projects—Deepening histories of place	ANU, University of Sydney, 4 other organisations	1 research associate on AIATSIS staff
ARC Linkage Projects—Poverty in the midst of plenty (agreements, treaties and negotiated settlements)	University of Melbourne (lead), ANU, Griffith University	Collaborating organisation 1 chief investigator on AIATSIS staff
PBC toolkit project	North Queensland Land Council	Consultant

Results

: Goal 3 performance measurement

MEASURE	2014–15 RESULTS	2015–16 RESULTS
Research publications and presentations (peer-reviewed and non-peer reviewed)	13 peer-reviewed publications and 2 law or policy submissions	15 publications
Number of externally funded research projects	New measure	9 new projects External funding of $2.8 million received, on an investment of $500,000
Take-up and impact of research findings	Take-up and impact of research findings are difficult to measure in empirical terms. We have feedback on, and anecdotal evidence of, the utility and outcomes of AIATSIS research—see examples in the story box on pages 66-67. As part of the working group of publicly funded research agencies, AIATSIS is continuing to work on the development of a methodology for research impact assessment.	

Analysis

AIATSIS's main research focus in 2015–16 was on implementing the shift to carrying out research primarily through external funding, alongside the restructuring and growth required to deliver the new three-year contract for the NTRU.

Our research projects progressed during 2015–16 broadly on time and within budget. Changes were negotiated with partners and clients according to their needs.

Preparations were made to implement the new NTRU funding agreement from 2015–16. AIATSIS is consulting with stakeholders on a new NTRU business plan to refine our planning for the next year.

We have grown our externally funded research portfolio and have negotiated a balance of research that uses our unique expertise and experience and meets our clients' needs and priorities while also addressing the new research priorities identified by AIATSIS in collaboration with stakeholders in our 2014–15 strategic review.

The reopening of AIATSIS's Family History Unit to respond to requests beyond those of Link-Up services for members of the Stolen Generations is meeting a significant unmet demand.

Many Indigenous Australians who may not be from the Stolen Generations are affected by past policies that led to displacement, relocations, institutional care and other actions that have affected identity and make family history research complex.

The Family History Unit reopened on 27 January 2016 with four staff. We received 23 family history support requests from Link-Up services during 2015–16, compared to 182 requests from members of the public after 27 January 2016. After an initial assessment, around 50 per cent of requests to the unit were referred to the Finding Your Family area of the AIATSIS website, which now has a wide range of tools and resources to help people understand and undertake Indigenous family history. The rollout of the Certificate IV qualification in Indigenous family history research will also enable more people to gain the specialised knowledge and skills needed to undertake this research effectively.

Take-up, use and impact of AIATSIS research findings
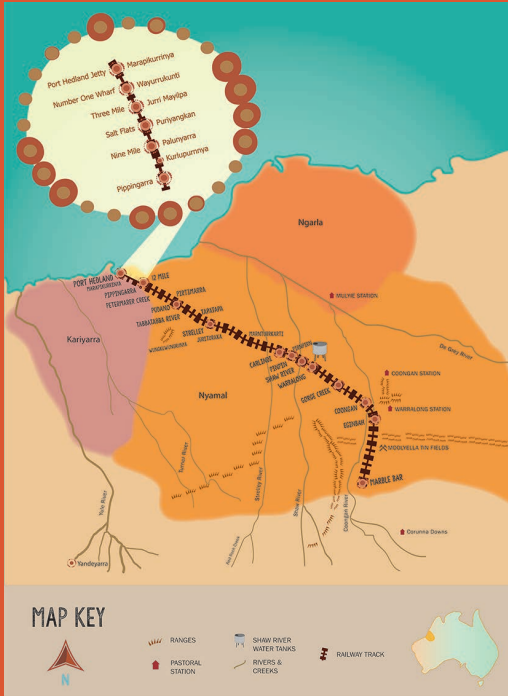
Singing the train map, designed by Monica Conaghan

Singing the train

The Singing the train research project (see the project description under 'Culture and heritage projects' on page 55 above) culminated in an exhibition at Perth's Revolutions Transport Museum. The exhibition is now being assessed for its impact on audiences, including through feedback from visitors and staff. An activity sheet produced by museum staff that asked children to identify and shade three language group regions in the Pilbara associated with the train song was completed by 270 children during NAIDOC Week 2016.

The films that were produced during the research are now used for cross-cultural training. They have screened at several public events including the Roebourne Expo. They also screened as part of presentations at the Puliima National Indigenous Language and Technology Forum (Melbourne, October 2015), an international conference in New Orleans (October 2015), the National Conference of Oral History (Perth, September 2015), and the Endangered Language Forum at the ANU (Canberra). They have been the subject of papers and media, including a story on ABC Open.

Four senior language speakers received NAIDOC awards in 2015 for their work in contributing to the exhibition.

A children's interactive theatre piece was produced based on the song and exhibition and was shown at the Karijini Experience festival in April 2016. This play was also the subject of the short film Spinifex Express shown on the ABC.

Returning research findings to Indigenous communities

One of the important aspects of AIATSIS's ethical research practice is the return of results from our research collaborations to the participating communities. This is usually part of our research partnership agreement with a community. We generally provide a community report that presents the project outcomes and findings in an accessible way and, when funding allows, researchers and other AIATSIS staff return to the community to deliver the report, be involved in discussions about it and participate in cultural events that may be occurring in conjunction with the meetings.

In mid-2015 AIATSIS staff returned the results of work with the Matuwa and Kurrara Kurrara native title holders of Wiluna to investigate models for whole-of-country planning and the challenges of multi-tenure Indigenous Protected Area (IPA) agreements. The return-of-research-results workshop included a presentation and a final project report and was part of the IPA dedication celebrations.

After two years of research, fieldwork and writing, the NTRU Nyangumarta corporate history project drew to a close in July 2016. Research staff travelled to Eighty Mile Beach in the Pilbara to meet with members of the Nyangumarta Warrarn Aboriginal Corporation and present the final project report. While there, the staff were fortunate enough to attend the official declaration of the Nyangumarta people's new IPA.

Community acknowledgements of AIATSIS's contribution to Indigenous community stories

The project Indigenous community stories: 100 stories for 100 years has resulted in nearly 80 community stories from throughout Western Australia and hundreds of hours of the highest quality film of storytellers and their country being archived at AIATSIS. It is an important digital collection and is leading practice in terms of technical quality, ethical approach to recording and quality of metadata. Each item arrives with conditions for deposit agreed to by the story owners and community, which increases its heritage value and helps with accessibility for future generations.

In February 2016 AIATSIS received two certificates of acknowledgement for our work on this project. One was for all involved AIATSIS staff; the other was for the personal contribution of research fellow Dr Mary Anne Jebb, who has been a member of the Indigenous community stories panel assessing applications and advising staff.

Martu Matuwa and Kurrara Kurrara IPA management team member providing feedback on research

One Mob Different Country dancers at the
National Native Title Conference 2016

Goal 4

Provide leadership across the cultural sector, including in research, collections and publishing

Planned performance and measures

AIATSIS is working to influence and lead best practice more widely across the complete research and knowledge sharing cycle. This is measured by the development, reach and take-up of standards, guidance and advice on best practice in research, publication and collection management, access and use.

Our strategies

Lead the Before It's Too Late process to identify and preserve Indigenous knowledge and cultural materials nationally

This ambitious national strategy was proposed by AIATSIS Chairperson Professor Mick Dodson AM in his address to the National Press Club on 12 November 2014, celebrating AIATSIS's 50th anniversary.

During 2015–16 we undertook work to frame a practicable approach to the process. A plan has been developed and potential pilot projects have been identified. We are now investigating options to fund these pilot projects, including with the AIATSIS Foundation.

Develop and disseminate standards and guidelines on ethical and culturally proficient practice in research, collections management and publishing

Research standards and guidelines

The AIATSIS Guidelines for Ethical Research in Australian Indigenous Studies (GERAIS) were created to ensure that research with and about Aboriginal and Torres Strait Islander people follows a process of meaningful engagement and reciprocity between the researcher and the individuals and/or communities involved in the research. They are available on the AIATSIS website and are promoted through appropriate forums. The number of downloads grew dramatically, from 229 in 2014–15 to 9,349 in 2015–16.

Publishing guidelines

Promotion of the AIATSIS Guidelines for the Ethical Publishing of Aboriginal and Torres Strait Islander Authors and Research from those Communities (2015) continued in 2015–16. Aboriginal Studies Press made presentations to the ACT branch of the Children's Book Council of Australia and the Independent Publishers Conference and produced a webinar for the Australian Publishers Association, prompting the feedback that it had attracted 'one of our highest registration rates to date and many post-webinar compliments about how useful the discussion was'. Follow-up inquiries reinforced the value of AIATSIS's advice.

Collections standards

AIATSIS is now the recognised authority for the naming conventions used by libraries and other collecting institutions for matters relating to Aboriginal and Torres Strait Islander peoples. Since 1977 the NLA has been seen as the authority for naming conventions for Australia. This changed in 2010 when the NLA consulted AIATSIS for appropriate Aboriginal and Torres Strait Islander naming guidelines. The International Federation of Library Associations and Institutions has now processed the update, acknowledging AIATSIS's leadership in this area.

Cultural capability

In June 2015 AIATSIS partnered with the Department of the Prime Minister and Cabinet and the Department of Social Services to develop Core, an Aboriginal and Torres Strait Islander cultural capability e-learning program for use across the APS. The program was designed to be consistent with, and embedded in, an AIATSIS cultural proficiency framework.

Core is due to be launched early in 2016–17 and will be made available through the APS Shared Services Centre. AIATSIS is exploring further opportunities to enhance the impact and reach of this course, such as derivative courses for other audiences, including the higher education and private sectors.

Provide consultancy services on ethical and culturally proficient practice in research, collections management and access, and publishing

AIATSIS continued to offer ethics review through our Research Ethics Committee, based on the GERAIS. We assessed four proposals for external clients in 2015–16, one more than in 2014–15.

The Research Ethics Committee performs the critical role of ensuring that research by AIATSIS, and increasingly by external researchers, is ethically sound and in keeping with our commitment to communities and stakeholders.

In January 2016, following the development of the Defence Cultural Awareness (Indigenous) Learning Framework, the Department of Defence commissioned AIATSIS to develop an electronic resource library containing accessible and accurate materials mapped to illuminate each area of the framework. (For progress see page 56).

Some of the advisors who were interviewed for the Core program: (clockwise from left) Elizabeth Marrkilyi Ellis, Ngaatjatjarra educator, interpreter, Professor Juanita Sherwood, Wiradjuri woman, Academic Director of the National Centre for Cultural Competence, University of Sydney, Greg Roche, Executive Director of Township Leasing, Office of Township Leasing, Australian Government and Scott Gorringe, Mithaka man, Director of Murrimatters Consulting

Core cultural learning foundation course

The Core e-learning program for APS employees builds on AIATSIS's years of research on, and involvement in, cultural competence initiatives and is a natural extension of our role in that area. It is informed by AIATSIS's research collaboration with the University of Sydney's National Centre for Cultural Competency.

Core consists of 10 modules covering a broad range of topics and themes, focused on Aboriginal and Torres Strait Islander peoples' cultures, history and society. It provides a detailed exploration of Aboriginal and Torres Strait Islander peoples and issues, which can help APS employees increase their cultural understanding, improve their self-awareness and critical reflection, and enhance their personal and professional capacity to engage respectfully and effectively in an intercultural environment.

Unlike off-the-shelf programs, Core reflects the profile of the APS and is designed to meet the foundational needs of all Commonwealth employees. It provides a framework for individual learning as well as a basis for collective (departmental) learning through:

- allowing for critical self-reflection
- encouraging participants to undertake further studies/programs
- encouraging participants to develop a cultural plan for further professional development
- promoting dialogue between participants and their supervisors
- promoting cultural safety in APS workplaces and ways of achieving this.

Core is strengths-based and encourages people to understand their own cultural perspectives as the basis for effective interactions with people of (other) diverse backgrounds.

Share knowledge and ideas through seminars, symposia, conferences and Indigenous research networks, including flagship conferences in native title and Indigenous studies

AIATSIS researchers and employees from the Collections area attended and presented at a range of conferences, workshops and symposia during the year. Presentations by AIATSIS researchers are listed in Appendix B. Our Collections staff had a presence at forums including the Australian Archaeological Association conference, and published articles on best practice and new initiatives relating to the Aboriginal and Torres Strait Islander Biographical Index in *The Indexer* and *Online Currents*.

The crowd in the auditorium (top) and the NTRB and PBC session (below), National Native Title Conference 2016

National Native Title Conference 2016

The National Native Title Conference in June 2016 was co-convened by AIATSIS and the Northern Land Council and hosted by the Larrakia people in Darwin. The conference theme was 'Strong country, strong culture, strong future'.

The conference attracted 800 delegates, including traditional owners; representatives from NTRBs and service providers; officers from the Federal Court, the National Native Title Tribunal and government agencies; academics; native title practitioners and consultants; industry representatives; and international participants. The program comprised one day of closed workshops for Aboriginal and Torres Strait Islander people and their NTRBs or service providers, followed by a two-day public program. The public program was open to all delegates and included keynote speeches, forums and workshops, Indigenous talking circles and presentations from experts.

The three-day program involved more than 150 speakers and included the following themes:

- development enterprises and opportunities on country
- protection of cultural heritage and knowledge
- legal turning points
- community leadership and development
- meaningful constitutional reform
- Indigenous agricultural systems
- water and sea rights.

Sponsorship of the 2016 conference reached $310,000—a new record. With these funds AIATSIS was able to sponsor the cultural program, the youth forum and over 60 Indigenous people to attend the conference as speakers, facilitators and delegates.

Gail Mabo introducing the Mabo Lecture at the National Native Title Conference 2016

Hamid Binsaad, Henry Park, Ruth Gilbert and Joseph Edgar at the National Native Title Conference 2016 welcome reception

AIATSIS and National Congress of Australia's First Peoples to lead Indigenous consultation on constitutional recognition

In May 2016 the Referendum Council on the Constitutional Recognition of Aboriginal and Torres Strait Islander Peoples announced that it would lead public consultation on recognition including Indigenous, community-wide and digital consultations in the second half of 2016. These consultations will include a series of regional dialogues for Aboriginal and Torres Strait Islander people to discuss options for a referendum proposal that could be supported by Indigenous peoples.

The Referendum Council is commencing its consultation process with three high-level meetings with Aboriginal and Torres Strait Islander leaders, including traditional owners and representatives of peak bodies.

The Referendum Council invited AIATSIS to be involved in the Indigenous consultations, and it was agreed that AIATSIS and the National Congress of Australia's First Peoples, in partnership, will manage and coordinate the leader meetings and the regional dialogues. Arrangements for the leader meetings were under way before the end of June 2016.

Results

Table 8: Goal 4 performance measurement

MEASURE	2014–15 RESULTS	2015–16 RESULTS
Attendance at National Native Title Conference	700 attendees	800 attendees
Take-up of AIATSIS standards, guidelines, protocols and advice (GERAIS, ethics clearances, access policy, publishing guidelines)	Ethics approvals—3 GERAIS downloads—229	Ethics approvals—4 GERAIS downloads—9,349 New measures: Collections access and use policy: 2,241 downloads Ethical publishing guidelines: 1,331 downloads

Analysis

AIATSIS has long taken a role in actively leading ethical research practice relating to Indigenous peoples—the GERAIS have existed since 2000 and were reviewed in 2012. We are now building on this and extending our leadership into all parts of the cycle of research and knowledge sharing, including in publishing, collections management and cultural competency.

Knowledge and use of the GERAIS has grown rapidly, and the numbers of downloads of the publishing guidelines has grown steadily. The value of these guidelines is reinforced through direct feedback from users.

The AIATSIS Collection Access and Use Policy, created as an internal document, was reviewed in 2015–16. It represents the leading edge of culturally sensitive and ethical practice that also promotes access to and use of Indigenous collection materials. It is being regularly viewed by external users on the AIATSIS website.

That AIATSIS was asked to help lead Indigenous consultations on constitutional recognition demonstrates the trust of both Indigenous communities and the government in our ability to bring people together in informed, ethical and constructive dialogue.

Prime Minister Gough Whitlam, Reta Moriarty, Margaret Whitlam and John Moriarty at the National Aboriginal Consultative Committee Ball, Canberra, 1973; from *Identity Magazine* images in the AIATSIS collection

Goal 5

Foster a high-performing organisation where people choose to work

Planned performance and measures

AIATSIS planned to maintain high levels of performance and organisational engagement while implementing significant change. To measure success, we monitored our level of organisational functioning—including staff engagement, compliance and cultural competence—using recognised measures such as rates of voluntary departure and unscheduled absence, employee census and survey results, and compliance with legislative requirements. In particular we monitored the implementation of the strategy to increase Indigenous employment.

Our strategies

Develop directions and strategy for AIATSIS's long-term future in collaboration with government and other stakeholders and implement as resources are secured

The 2015–16 financial year was a watershed year for AIATSIS's long-term direction and future. The AIATSIS Act was amended—the first substantial revisions since it was made—to update governance arrangements and refocus and modernise AIATSIS's legislated functions so that they are strategically targeted to our unique role in the contemporary and changing world. These amendments were the culmination of a series of reviews and wide consultation with stakeholders over the previous two to three years.

The 2015–16 Budget allocated an additional $40 million to AIATSIS over four years. This replaces a series of short-term funding top-ups over more than a decade and doubles our ongoing funding base to $20 million per year. This certainty of increased resources, alongside other external funding, will enable AIATSIS to preserve and grow our priceless cultural collection for future generations; to continue leading best practice in research, collections and publication; and to contribute to the evidence base at the cutting edge of community-led and community-engaged research practice.

The AIATSIS Corporate Plan has been updated for the four-year period from 2016–17, refreshing the strategic directions with reference to the new legislated functions and the ongoing increase in funding.

Strive for a high-performance culture that balances life and wellbeing

AIATSIS provided a wide range of activities and seminars over the year to help employees achieve higher levels of physical and mental health. Our commitment has again been recognised by the ACT Work Health and Safety Commissioner, and featured as a case study in the ACT's yearly *Healthier work* booklet. Activities included lunchtime games of backyard cricket, badminton and football; breakfast for cyclists on Ride to Work Day; apples and information about bowel cancer for Red Apple Day; and encouragement for 'walking meetings' to increase physical activity and reduce sitting times.

Healthy lunchtime exercise

After three years, an annual all-staff survey shows improvements in health. The number of overweight staff has dropped by 4 per cent, the number of staff who smoke has dropped from 8 per cent to 7 per cent, and the number of staff with adequate intake of fruit and vegetables has increased by 8 per cent.

AIATSIS ensures the work health and safety of employees through quarterly meetings of the Work Health and Safety Committee. During 2015–16 there was one notifiable incident and investigation under the *Work Health and Safety Act 2011*.

Invest in our workforce through skills and career development

In addition to individually targeted learning and career development identified in employee's individual action plans, we invested in training focused in priority areas including:

- the use of new systems such as the DAMS and EDRMS
- collection management and preservation skills for new and existing employees, such as the use of motion picture film scanners, film handling, Adobe photoshop, preventative conservation, copyright and disaster response
- organisational development and compliance including workplace health and safety, first aid officer training and refreshment, resilience and change, dealing with difficult people, fraud awareness and public interest disclosure procedures.

Program participants receiving certificates of completion for their successful work placements

Indigenous placement program

Despite having achieved notable progress in increasing Indigenous employment, we found that very few Indigenous people were applying for many of the jobs on offer at AIATSIS. The nature of Canberra's labour market and the difficulty of relocating to Canberra from elsewhere in Australia were possible reasons, but we suspected that a lack of knowledge and understanding about the range of jobs and professions in the cultural collections sector was also a factor.

To tackle this, in early 2016 the AIATSIS Collections area, in partnership with Habitat Personnel, which provides education and employment opportunities for Indigenous people, and the group training organisation Australian Training Company, we offered 11 Indigenous people living in the Canberra region, who had been long-term unemployed, the opportunity to work at AIATSIS for 10 weeks.

The program was designed to expose participants to a wide variety of work across different areas of the collection and increase job readiness while taking into account participants' interests.

The participants worked in all parts of Collections—management, digitisation, access and family history—and showed their determination to make the most of the opportunity. The coordinated support provided by us and the two partner organisations ensured that participants were comfortable in the workplace. AIATSIS staff enjoyed working with and learning from the participants. The majority of participants moved from the program into longer term employment, and we are proud that these 11 people, and their families, are now part of the AIATSIS community.

Develop and implement a strategy to increase Indigenous employment, including through recruitment practices, education and training pathways, organisational culture, cultural proficiency and career development

Development of AIATSIS's Indigenous employment strategy was a focus during 2015–16. A draft strategy has been prepared based on research and in consultation with AIATSIS's Indigenous employees, and is now being developed further to incorporate policies and procedures for implementation, such as new recruitment guidelines and processes. Final approval and full implementation will proceed in 2016–17.

To accelerate the outcome, some actions have been taken in parallel with the development of the strategy. During large-scale recruitment processes for the Collections teams and the Native Title Research Unit, all positions were initially advertised as 'special measures' positions to prioritise Indigenous applicants. The positions were then opened up to non-Indigenous applicants only if no suitably qualified and experienced Indigenous candidates could be found. AIATSIS has also employed three Indigenous community -based researchers who live within research partner communities. This resulted in an overall increase in the proportion of Indigenous employees from 19 per cent to 23 per cent over the year.

In 2015–16 we ran an Indigenous placement program for people in the Canberra region who had been long-term unemployed.

Work to continuously improve our cultural proficiency

AIATSIS was the first Australian Government agency to achieve 'Elevate' status—the highest possible accreditation—for its reconciliation action plan (RAP). Our Elevate RAP concluded on 30 June 2016 and is now due for renewal. Focusing on entrenching cultural competence and action towards reconciliation in daily business, it was structured around:

- community relationships
- information and communication
- skills, jobs and professional development
- governance.

Events and activities in 2015–16 that reflected our ongoing commitment to reconciliation—most of which are discussed in more detail elsewhere in this report—include:

- work to accession and catalogue the Council for Aboriginal Reconciliation (CAR) collection. The CAR collection represents a snapshot in time of reconciliation within Australia in the 1990s, both positive and negative. The digitisation of this collection, now in its early stages, will make it an invaluable resource for the 25th anniversary of the CAR.
- Warlpiri Art Market, which we hosted in partnership with Warnayaka Art Gallery and the Warlukurlangu Artists of Yuendumu. Ms Louisa Erglis, the manager and mentor of the Warnayaka Art and Cultural Aboriginal Corporation, said that this fair had a profound impact on the community and gave the artists involved a sense of being more independent and confident in their abilities.

- another AIATSIS-hosted market day featuring a weaving masterclass conducted by two remote Northern Territory Aboriginal art centres, Djilpin Arts and Tjanpi Desert Weavers. The artists showcased and sold many of their distinctive and exciting sculptural fibre artworks and reported a record profit from their sales.
- the AIATSIS-hosted national Link-Up workshop, where staff from Link-Up organisations from around Australia joined us and representatives of the Department of the Prime Minister and Cabinet. The participants were looking forward to the AIATSIS Family History Unit working with Link-Up organisations to provide new services and avenues for research support.

- attendance by our CEO and Chairperson as official guests invited by Parks Australia at celebrations marking the 30th anniversary of the handback of Uluru–Kata Tjuta, held at Uluru and Mutitjulu.

We have formed a committee to develop a new RAP and are participating in discussions among Elevate RAP organisations in the private and public sectors to exchange ideas about how such organisations can work in collaboration and continue to lead and drive social change and support reconciliation.

Negotiate competitive terms of employment

Enterprise bargaining proceeded in 2015–16 within the terms of the APS bargaining framework.

Results

Table 9: Goal 5 performance measurement

MEASURE	2014–15 RESULTS	2015–16 RESULTS
Rates of voluntary departure	16.6%	12%
Rates of unscheduled absence	13.8 days per full-time equivalent employee	8.82 days per full-time equivalent employee
Employee engagement —APS Employee Census approval rating (Note: AIATSIS employee participation in the 2015–16 APS Employee Census increased to 65% from only 50%)	Job: 60% Team: 83% Supervisor: 72% Agency: 50%	Job: 75% Team: 91% Supervisor: 77% Agency: 60%
Aggregated proportion of Indigenous employees	19%	23%

Analysis

AIATSIS achieved almost uniformly positive results for organisational functioning. Voluntary departures and unscheduled absences declined. Participation in the APS Employee Census increased markedly and approval ratings improved across all four areas indicating employee engagement. This is particularly impressive in a year of change and transformation across the whole agency and particularly for corporate services.

Our concerted action on Indigenous employment resulted in the overall proportion of Indigenous employees increasing. This action was in advance of full implementation of a new Indigenous employment strategy, so we hope that outcomes will improve even further in 2016–17. This will then be another area in which AIATSIS can provide leadership, alongside cultural competency.

Important but disruptive projects such as implementing a new digital access management system and human resources information system as part of the transition to shared APS services, along with a large-scale recruitment process for the Collections area, did not notably affect service delivery or overall organisational morale or effectiveness.

The Prime Minister's announcement in February 2016 of additional funding for AIATSIS, providing the resources to tackle high-priority but long-delayed work as well as greater employment security, is likely to have contributed to increased employee satisfaction and engagement.
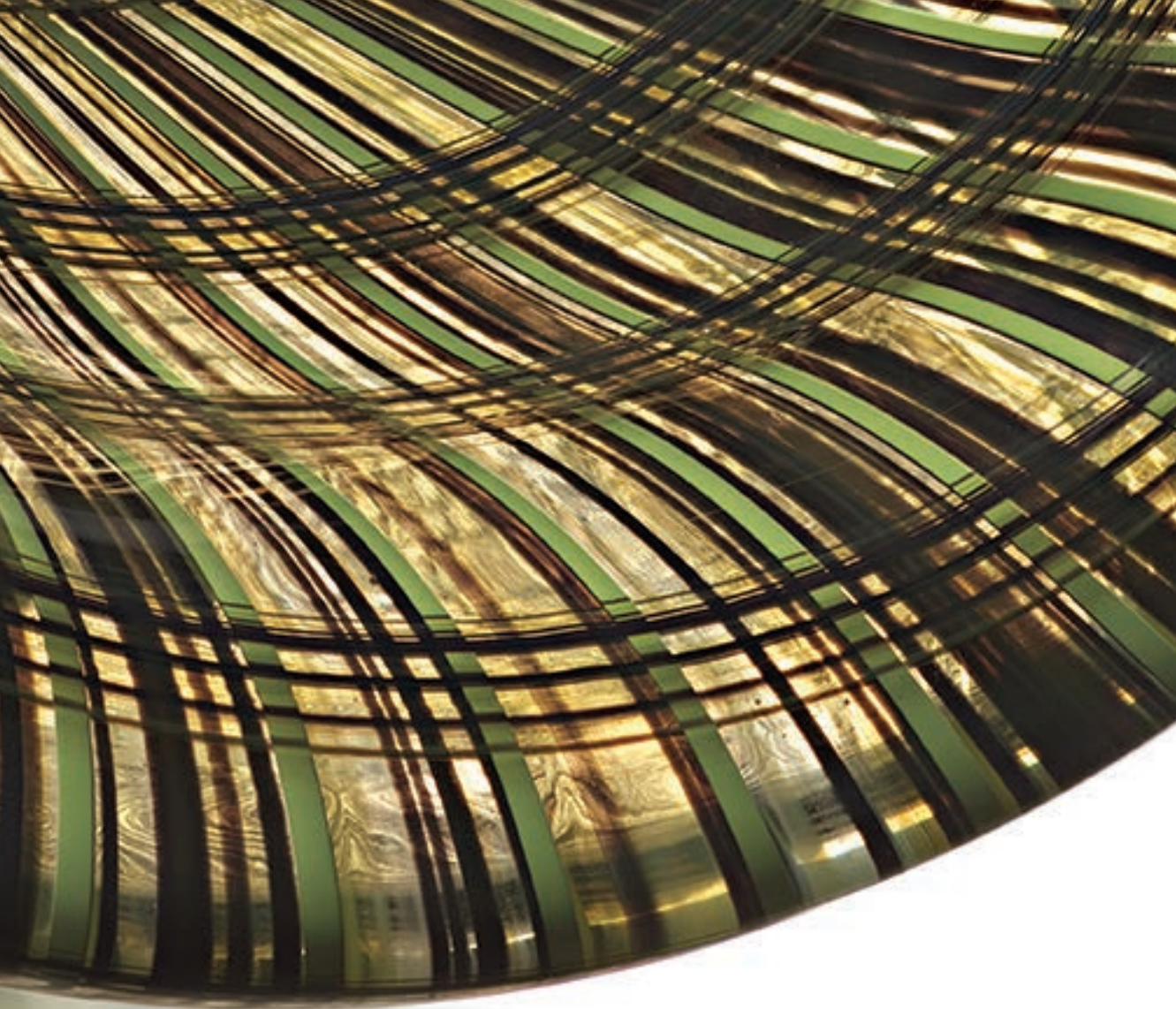
OUR **ORGANISATION**

Ministers

Portfolio responsibility for AIATSIS during 2015–16 was held by the Minister for Education and Training. In this position were:

- the Hon. Christopher Pyne MP to 21 September 2015
- Senator the Hon. Simon Birmingham from 21 September 2015.

AIATSIS Council

The AIATSIS Council is the accountable authority under the PGPA Act. It consists of nine members.

- Four members are elected from and by AIATSIS members. Since the AIATSIS Act was amended in March 2016, at least two of the elected members must be Aboriginal or Torres Strait Islander people, and two must be women. This requirement will take effect at the next AIATSIS Council election, due before May 2017.

- Five members are appointed by the Minister. Before the 2016 amendments to the AIATSIS Act the Minister was required to appoint Indigenous people to the council. Now the Minister's appointments must ensure majority Indigenous representation and take into account gender balance, skills and experience.

Council members will now be appointed or elected for four-year terms and may not serve more than two consecutive terms.

Council members are remunerated in accordance with the Remuneration Tribunal determination for part-time statutory office holders.

The following table provides information on each of the council members, including their period of appointment and number of meetings attended. Their experience and qualifications are outlined in 'AIATSIS Council members' on pages 12-17. During the reporting period two members, Kado Muir and Geoffrey Winters, resigned to manage potential conflicts of interest because they were candidates in the federal election.

Table 10: AIATSIS Council members

NAME	GENDER	POSITION	STATE	START DATE	END DATE	MEETINGS ELIGIBLE	MEETINGS ATTENDED
Elected councillors							
Professor Michael Dodson AM	M	Chairperson	ACT	17/05/14	16/05/17	4	4
Professor Emeritus Robert Tonkinson	M	Deputy Chairperson	WA	17/05/14	16/05/17	4	4
Professor John Maynard	M	Member	NSW	17/05/14	16/05/17	4	4
Mr Kado Muir	M	Member	WA	17/05/14	15/05/16	4	3
Appointed councillors							
Ms Jodie Sizer	F	Member	VIC	10/02/15	09/02/19	4	4
Professor Cindy Shannon	F	Member	QLD	10/02/15	09/02/19	4	3
Mr Geoffrey Winters	M	Member	NSW	10/02/15	27/05/16	4	3
Ms Rachel Perkins	F	Member	NT	10/02/15	09/02/19	4	3
Ms Donisha Duff	F	Member	QLD	10/02/15	09/02/19	4	2

Organisation structure

AIATSIS is a national institution based in Canberra. Its main offices are at 1 Lawson Crescent, Acton. AIATSIS also had offices in Childers Street, Canberra during 2015–16.

As at 30 June 2016, AIATSIS had 168 employees in total (headcount), with a full-time equivalent workforce of 158. Of the total, 54 per cent were female and 22.6 per cent identified as Indigenous.

Figure 1: Our organisational structure

Minister for Education and Training

Foundation

Members

Council

Audit and Assurance Committee

Finance Committee

Research Ethics Committee

CEO

Executive Board of Management

Research Advisory Committee

Native Title Research Advisory Committee

Collections Advisory Committee

Publishing Advisory Committee

Digital Advertising Committee

Health and Safety Committee

Indigenous Caucus

Consultative Committee

RAP Working Group

Deputy CEO

Executive

Collections

Research

Corporate Services

Communication & Engagement

Aboriginal Studies Press

Membership

Under the Act, AIATSIS may have members with a demonstrated interest in Aboriginal and Torres Strait Islander studies. Members are appointed by the council for terms of five years, which are renewable.

During 2015–16, 22 new members were appointed during 2015-16. Of these new members10 are Aboriginal persons or Torres Strait Islanders. This brings total membership to 650.

Governance

The AITSIS Council meets four times a year to consider strategic directions and matters of operational significance. It operates under a charter. Following the amendments to the AIATSIS Act in 2015–16, we commissioned the Australian Institute of Company Directors to undertake an assessment using its Governance Analysis Tool that will provide the foundation for a review of the AIATSIS Council Charter.

A number of committees have been established to provide the AIATSIS Council and the CEO with advice about particular issues and areas of business. These committees are listed, along with their membership during 2015–16, in Appendix 1.

The Executive Board of Management is AIATSIS's main internal governance forum. It comprises senior managers from across AIATSIS, with other members and attendees by invitation of the CEO. The board meets monthly to advise the CEO on strategy and operational matters.

AIATSIS had no related entity transactions during 2015–16.

In 2015–16, AIATSIS did not issue any indemnities to the AIATSIS Council, to its members or to any officers of AIATSIS.

Financial results

AIATSIS's total financial result is an operational deficit of $1.17 million. The bulk of this deficit, $876,000, was due to a misinterpretation of the terms of the grant that funded the Step-Up accelerated career development program. While this was a one-off and extraordinary event, processes and systems have been reviewed to minimise any risk of similar events in future. The financial results otherwise show that AIATSIS has applied its existing and additional resources effectively to accelerate the preservation of the collection and prepare the organisation for a sustainable future.

Policy and operational environment

There were no government policy orders in effect during 2015–16.

No Ministerial directions were issued to AIATSIS during 2015-16.

Beyond matters otherwise discussed elsewhere in this report, such as the amendments to the AIATSIS Act, no significant activities or changes affected the operations or structure of AIATSIS during 2015–16, including significant judicial decisions or decisions of administrative tribunals, or reports by the Auditor-General, any parliamentary committee, the Commonwealth Ombudsman or the Office of the Australian Information Commissioner.

Financial compliance

The Minister received no reports relating to non-compliance with the finance law involving AIATSIS in 2015–16.

Advertising and market research

AIATSIS made no payments to advertising agencies, market research organisations, media advertising organisations, polling organisations or direct mail organisations that are reportable under section 311A of the *Commonwealth Electoral Act 1918*.

Ecologically sustainable development and environmental performance

Through its research program and collection, AIATSIS contributes to ecological sustainability. Our research activity (see Goal 3) includes land and water, culture and heritage and native title research projects that contribute to the understanding of heritage values of places and activities, including from social, economic and cultural perspectives. The AIATSIS Collection includes documentation of those values for peoples and communities.

We also monitor and work to continuously improve the environmental performance of our day-to-day operations. For the last four years the ACT Government has recognised AIATSIS's contribution to the environment by reducing waste. In the last year alone we avoided CO_2 emissions equivalent to more than 25 tonnes.
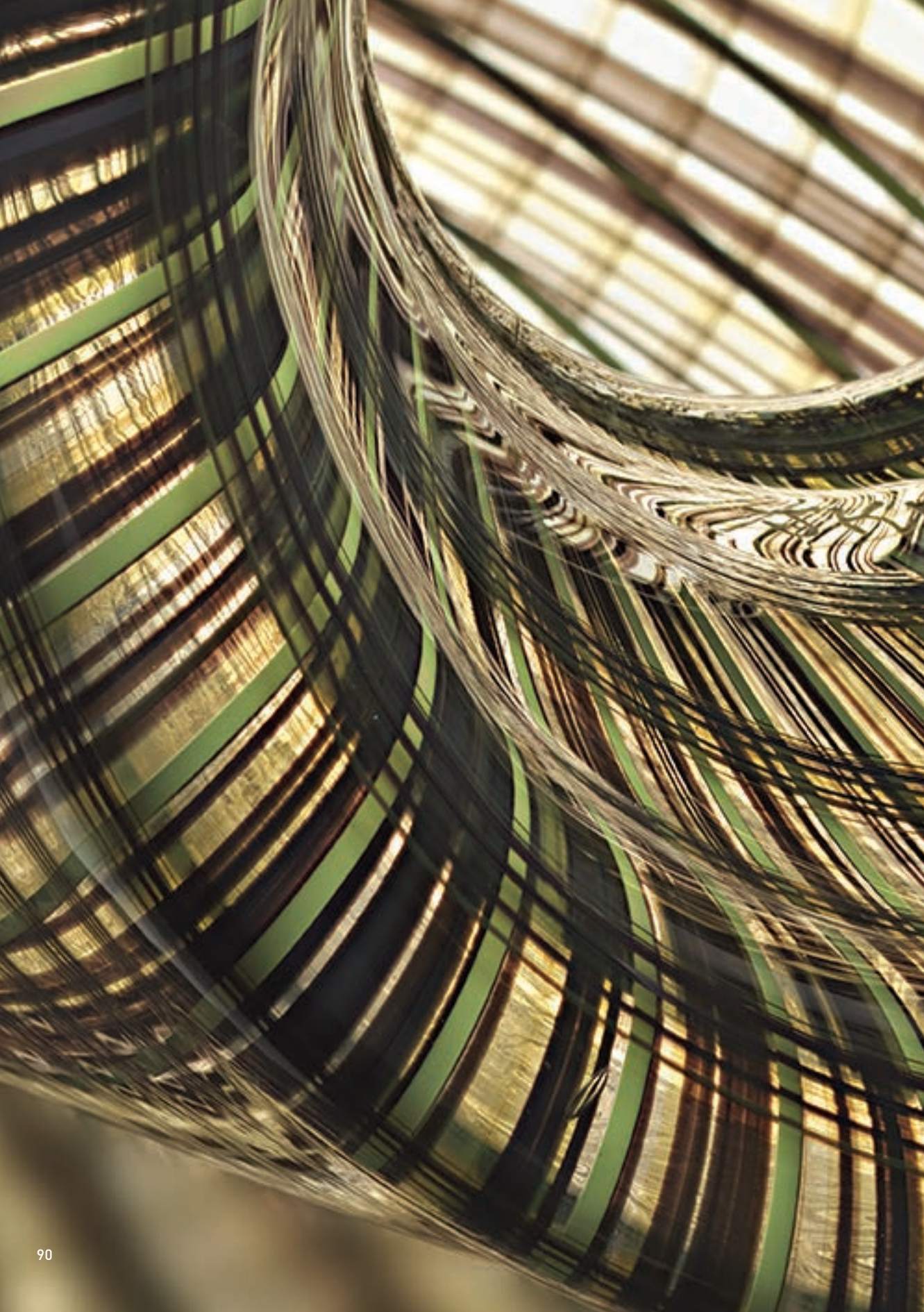
FINANCIAL STATEMENTS

INDEPENDENT AUDITOR'S REPORT

To the Minister for Education and Training

I have audited the accompanying annual financial statements of the Australian Institute of Aboriginal and Torres Strait Islander Studies for the year ended 30 June 2016, which comprise:

- Statement by the Accountable Authorities, Chief Executive Officer and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to the financial statements comprising significant accounting policies and other explanatory information.

Opinion

In my opinion, the financial statements of the Australian Institute of Aboriginal and Torres Strait Islander Studies:

    (a) comply with Australian Accounting Standards and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and

    (b) present fairly the financial position of the Australian Institute of Aboriginal and Torres Strait Islander Studies as at 30 June 2016 and its financial performance and cash flows for the year then ended.

Accountable Authority's Responsibility for the Financial Statements

The Council of the Australian Institute of Aboriginal and Torres Strait Islander Studies is responsible under the *Public Governance, Performance and Accountability Act 2013* for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards and the rules made under that Act and is also responsible for such internal control as the Council determines is necessary to enable the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial statements based on my audit. I have conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. These auditing standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

GPO Box 707 CANBERRA ACT 2601
19 National Circuit BARTON ACT
Phone (02) 6203 7300   Fax (02) 6203 7777

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the Accountable Authority of the entity, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

In conducting my audit, I have followed the independence requirements of the Australian National Audit Office, which incorporate the requirements of the Australian accounting profession.

Australian National Audit Office

Peter Kerr

Executive Director

Delegate of the Auditor-General

Canberra

22 September 2016

Financial Statements for the Year Ended 30 June 2016
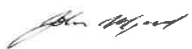
Australian Institute of Aboriginal and Torres Strait Islander Studies

Statement by the Accountable Authorities, Chief Executive Officer and Chief Financial Officer

In our opinion, the attached financial statements for the year ended 30 June 2016 comply with subsection 42(2) of the Public Governance, Performance and Accountability Act 2013 (PGPA Act), and are based on properly maintained financial reports as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the Australian Institute of Aboriginal and Torres Strait Islander Studies will be able to pay its debts as and when they fall due.

This Statement is made in accordance with a resolution of the Councillors.

Prof. J Maynard
Acting Chairperson

Prof. C Shannon
Councillor

R Taylor
Chief Executive Officer

M Burton
Chief Financial Officer

22 September 2016   22 September 2016   22 September 2016   22 September 2016

Australian Institute of Aboriginal and Torres Strait Islander Studies
CONTENTS

Australian Institute of Aboriginal and Torres Strait Islander Studies
STATEMENT OF COMPREHENSIVE INCOME
for the period ended 30 June 2016

	Notes	2016 $'000	2015 $'000	2016 Original Budget $'000
NET COST OF SERVICES				
Expenses				
Employee Benefits	1.1A	13,975	13,627	14,488
Suppliers	1.1B	6,200	5,196	5,080
Depreciation and amortisation	2.2A	1,352	1,076	1,230
Write-Down and Impairment of Assets	1.1C	167	23	-
Losses from asset sales		-	2	-
Total expenses		21,694	19,924	20,798
Own-Source Income				
Own-source revenue				
Sale of Goods and Rendering of Services	1.2A	1,134	559	1,628
Interest	1.2B	447	564	652
Grants	1.2C	3,045	3,891	3,583
Other revenue	1.2D	957	964	-
Total own-source revenue		5,583	5,978	5,863
Gains				
Gains from sale of assets	1.2F	5	-	-
Total gains		5	-	-
Total own-source income		5,588	5,978	5,863
Net cost of services		16,106	13,946	14,935
Revenue from Government	1.2E	14,935	13,295	14,935
Deficit on continuing operations		(1,171)	(651)	-
OTHER COMPREHENSIVE INCOME				
Changes in asset revaluation surplus		32	-	-
Total other comprehensive income		32	-	-

The above statement should be read in conjunction with the accompanying notes.

Budget Variances Commentary
Commentary is provided for major variances between the actual amounts and the original budget. Variances are considered to be 'major' (or significant) where:
(a) the variance between budget and actual is greater than +/-10% of the line item; or
(b) the variance between budget and actual is greater than +/-2% of expenses or total own-source revenue.

Statement of Comprehensive Income
1. Suppliers expenses were higher than budget for 2015-16 by $1,121,000.
Contractors were higher than budget by $976,000 as contract staff were hired short term to meet Collection preservation targets. Building costs were higher than budget by $271,000. $150,000 was unbudgeted rent for additional office space rental. The balance was unbudgeted repairs and maintenance and higher than expected utility costs.
2. Depreciation expense is higher than budget as greater than budget amounts were spent on capital equipment to facilitate Collection preservation targets. In addition some plant had to be replaced due to mechanical failure.
3. Overall own source revenue was close to budget . The main reason for lower than expected grant revenue was a misinterpretation of the terms of a contribution programme which led to AIATSIS not being able to recognise $876,000 in revenue that was budgeted for.
4. Interest revenue was lower than budget primarily due to lower than forecast interest rates and the amount available for
5. Other revenue was budgeted against the sale of goods and services.
6. The reduction in grant revenue was the primary cause of the net cost of services unfavourable variance of $1,171,000.

Australian Institute of Aboriginal and Torres Strait Islander Studies
STATEMENT OF FINANCIAL POSITION
as at 30 June 2016

	Notes	2016 $'000	2015 $'000	2016 Original Budget $'000
ASSETS				
Financial Assets				
Cash and Cash Equivalents	2.1A	2,333	2,275	1,050
Trade and Other Receivables	2.1B	2,087	415	517
Other Investments	2.1C	11,492	15,016	16,213
Total financial assets		15,912	17,706	17,780
Non-financial assets				
Buildings	2.2A	11,865	11,285	11,969
Heritage and cultural	2.2A	10,357	9,956	9,932
Plant and equipment	2.2A	2,699	2,440	2,483
Intangibles	2.2A	249	292	-
Inventories	2.2B	43	35	30
Other Non-Financial Assets	2.2C	228	584	6
Total non-financial assets		25,441	24,592	24,420
Total assets		41,353	42,298	42,200
LIABILITIES				
Payables				
Suppliers	2.3A	655	767	434
Other Payables	2.3B	1,102	1,555	194
Total payables		1,757	2,322	628
Provisions				
Employee Provisions	4.1A	2,689	2,004	2,875
Total provisions		2,689	2,004	2,875
Total liabilities		4,446	4,326	3,503
Net assets		36,907	37,972	38,697
EQUITY				
Contributed equity		3,687	3,613	3,687
Reserves		13,971	13,939	13,939
Retained surplus		19,249	20,420	21,071
Total equity		36,907	37,972	38,697

The above statement should be read in conjunction with the accompanying notes.

Budget Variances Commentary
Commentary is provided for major variances between the actual amounts and the original budget. Variances are considered to be 'major' (or significant) where:
(a) the variance between budget and actual is greater than +/-10% of the line item; or
(b) the variance between budget and actual is greater than +/-2% of expenses or total own-source revenue.

Statement of Financial Position
1. The unfavourable variance in total financial assets is the result of the operating deficit and higher than budget expenditure on capital purchases reducing overall cash.
2. Receivables is higher than budget as $1,054,000 grant payment due in June was not paid to AIATSIS as expected
3. Non-financial assets is higher than budget by $1,021,000 as additional assets were purchases to facilitate increased Collection preservation activities and some building plant had to be replaced due to mechanical failure.
4. Equity is down $1,1790,000 equal to the deficit last year of $651,000 that was not included in the budget opening equity balance and the loss this year of $1,139,000.

Australian Institute of Aboriginal and Torres Strait Islander Studies
STATEMENT OF CHANGES IN EQUITY
for the period ended 30 June 2016

	Notes	2016 $'000	2015 $'000	2016 Original Budget $'000
CONTRIBUTED EQUITY				
Opening balance				
Balance carried forward from previous period		3,613	3,538	3,613
Adjusted opening balance		3,613	3,538	3,613
Transactions with owners				
Contributions by owners				
Equity injection		74	75	74
Total transactions with owners		74	75	74
Closing balance as at 30 June		3,687	3,613	3,687
RETAINED EARNINGS				
Opening balance				
Balance carried forward from previous period		20,420	21,071	21,071
Adjusted opening balance		20,420	21,071	21,071
Comprehensive income				
Surplus/(Deficit) for the period		(1,171)	(651)	-
Total comprehensive income		(1,171)	(651)	-
Closing balance as at 30 June		19,249	20,420	21,071
ASSET REVALUATION RESERVE				
Opening balance				
Balance carried forward from previous period		13,939	13,939	13,939
Adjusted opening balance		13,939	13,939	13,939
Comprehensive income				
Other comprehensive income		32	-	-
Total comprehensive income		32	-	-
Closing balance as at 30 June		13,971	13,939	13,939
TOTAL EQUITY				
Opening balance				
Balance carried forward from previous period		37,972	38,548	38,623
Adjusted opening balance		37,972	38,548	38,623
Comprehensive income				
Surplus/(Deficit) for the period		(1,171)	(651)	-
Other comprehensive income		32	-	-
Total comprehensive income		(1,139)	(651)	-
Transactions with owners				
Contributions by owners				
Equity injection		74	75	74
Total transactions with owners		74	75	74
Closing balance as at 30 June		36,907	37,972	38,697

The above statement should be read in conjunction with the accompanying notes.

Accounting Policy
Equity Injections
Amounts that are designated as equity injections for a year are recognised directly in contributed equity in that year.

Budget Variances Commentary

Statement of Changes in Equity
1. See explanation in the Balance sheet variance analysis for equity.

Australian Institute of Aboriginal and Torres Strait Islander Studies
CASH FLOW STATEMENT
for the period ended 30 June 2016

	Notes	2016 $'000	2015 $'000	2016 Original Budget $'000
OPERATING ACTIVITIES				
Cash received				
Receipts from Government		14,935	13,295	14,935
Sales of goods and rendering of services		949	875	1,628
Interest		443	568	652
Grants		2,333	3,816	3,583
Other		947	920	-
Net GST Received		499	460	-
Total cash received		20,106	19,934	20,798
Cash used				
Employees		(14,418)	(13,214)	(14,488)
Suppliers		(6,718)	(5,859)	(5,080)
Total cash used		(21,136)	(19,073)	(19,568)
Net cash from/(used by) operating activities	3.1	(1,030)	861	1,230
INVESTING ACTIVITIES				
Cash received				
Proceeds from sales of property, plant and equipment		5	-	-
Investments		3,527	1,144	270
Total cash received		3,532	1,144	270
Cash used				
Purchase of property, plant and equipment		(2,518)	(855)	(1,574)
Total cash used		(2,518)	(855)	(1,574)
Net cash from/(used by) investing activities		1,014	289	(1,304)
FINANCING ACTIVITIES				
Cash received				
Contributed equity		74	75	74
Total cash received		74	75	74
Net cash from financing activities		74	75	74
Net decrease in cash held		58	1,225	-
Cash and cash equivalents at the beginning of the reporting period		2,275	1,050	1,050
Cash and cash equivalents at the end of the reporting period	2.1A	2,333	2,275	1,050

The above statement should be read in conjunction with the accompanying notes.

Budget Variances Commentary

Cash Flow Statement
1. Cash flow variances are explained by reference to the income statement and balance sheet variance explanations.

Australian Institute of Aboriginal and Torres Strait Islander Studies
for the period ended 30 June 2016

Overview

Objectives of AIATSIS

AIATSIS is an Australian Government controlled entity. It is a not-for-profit corporate Commonwealth entity. The objective of AIATSIS is to promote international understanding of the richness and diversity of Aboriginal and Torres Strait Islander cultures through leadership and excellence in undertaking, facilitating and disseminating ethical research, through increasing access to all our resources, and through best-practice management of cultural heritage collections. AIATSIS is structured to meet one outcome:

Outcome 1: Further understanding of Australian Indigenous cultures, past and present through undertaking and publishing research, and providing access to print and audiovisual collections.

The continued existence of the Institute in its present form and with its present programs is dependent on Government policy and on continuing funding by Parliament for the Institute's administration and programs.

The Basis of Preparation

The financial statements are general purpose financial statements and are required by clause section 42 of the Public Governance, Performance and Accountability Act 2013.

The financial statements have been prepared in accordance with:

- *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR) for reporting periods ending on or after 1 July 2015; and

- Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars and values are rounded to the nearest thousand dollars unless otherwise specified.

Significant Accounting Judgements and Estimates

In the process of applying the accounting policies listed in this note, the Institute has made the following judgments that have the most significant impact on the amounts recorded in the financial statements:

The fair value of buildings has been determined by an independent valuer using a cost approach. The Institute's building was purpose-built and may in fact realise more or less in the market.

The fair value of property plant and equipment has been taken to be either cost or market value as determined by an independent valuer. The actual life may be longer or shorter than estimated.

The fair value of heritage and cultural assets has been taken to be the market value of similar heritage and cultural assets. Heritage and cultural assets are valued through an independent valuer.

Commentary on the accounting judgement and estimates used in valuing employee provisions can be found in the accounting policy section under note 4.1.

New Accounting Standards

Adoption of New Australian Accounting Standard Requirements

No accounting standard has been adopted earlier than the application date as stated in the standard.

No new standards were issued prior to the signing of the Statement by the Councillors, Chief Executive Officer and Chief Financial Officer that were applicable to the current reporting period.

All other new, revised or amended standards or interpretations that were issued prior to the sign-off and are applicable to the current reporting period did not have a material effect, and are not expected to have a future material effect, on the entity's financial statements.

Australian Institute of Aboriginal and Torres Strait Islander Studies
for the period ended 30 June 2016

Future Australian Accounting Standard Requirements

The following new, revised and amended standards were issued by the Australian Accounting Standard Board prior to the sign-off date, which are expected to have financial impact on the AIATSIS for future accounting periods.

Standard/Interpretation	Application date for the entity	Nature of impending changes in accounting policy and likely impact on initial application
AASB 124 Related Party Disclosures	1 July 2016	Entities are required to report their related party transactions in their disclosure notes to the financial statements. The standard also imposes disclosure obligations on Ministers including Assistant Ministers and Parliamentary secretaries as they are key management personnel of the Government
AASB 9 Financial Instruments	1 January 2018	Change to requirements for recognition and measurement of financial instruments
AASB 15 Revenue from Contracts with Customers	1 January 2017	Change to timing of recognition of revenue

All other new standards, revised or amended standards or interpretations that were issued prior to the sign-off date and are applicable to future reporting period(s) are not expected to have a future material impact on the entity's financial statements.

Taxation

The Institute is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

Controlled Entity

AIATSIS has formed the AIATSIS Foundation Incorporated (Foundation). This is a not-for-profit organisation with the following aims:

(a) Promote understanding, appreciation and study of the living culture, history and cultural heritage of Indigenous Australians;
(b) Support the work of the Australian Institute of Aboriginal and Torres Strait Islander Studies, including by raising funds for the Institute and for a capital fund for a new fittingly prominent facility for AIATSIS; and
(c) Act as trustee of the AIATSIS Foundation Trust (Trust) and such other trusts as may be established with it as trustee to promote the living culture, history and cultural heritage of Indigenous Australians.

The constitution of the Foundation allows AIATSIS to exert control over the Foundation and therefore meets the definition of a subsidiary in section 8 of the Public Governance, Performance and Accountability Act 2013. AIATSIS is required to consolidate the activities of the Foundation. This has not occurred in these financial statements as the activities of the Foundation are not material.

AIATSIS provided services free of charge to the Foundation of $195,251 in 2015/16.

Events After the Reporting Period

On 31 August 2016 the Council of AIATSIS resolved to make the AIATSIS Foundation a separate programme within AIATSIS and wind up the AIATSIS Foundation Incorporated.

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

	2016 $'000	2015 $'000
Financial Performance		
1.1 Expenses		
1.1A Employee Benefits		
Wages and salaries	**10,408**	10,065
Superannuation		
Defined contribution plans	**1,101**	1,031
Defined benefit plans	**718**	769
Leave and other entitlements	**1,229**	1,002
Separation and redundancies	**30**	406
Other employee benefits	**489**	354
Total employee benefits	**13,975**	13,627

Accounting Policy
Accounting policies for employee related expenses are contained in the People and relationships section.

	2016 $'000	2015 $'000
1.1B Suppliers		
Goods and services supplied or rendered		
Consultants	**127**	385
Contractors	**1,984**	1,454
Travel	**864**	604
Payroll Services	**51**	38
Building Expenses	**713**	543
Insurance	**44**	38
Professional Advice	**53**	13
Printing	**55**	11
Marketing	**43**	85
Office Expenses	**1,342**	1,253
ICT Expenses	**495**	361
Collection Expenses	**202**	157
External research contributions	**84**	27
Total goods and services supplied or rendered	**6,057**	4,969
Goods supplied	**3,079**	2,520
Services rendered	**2,978**	2,449
Total goods and services supplied or rendered	**6,057**	4,969
Other suppliers		
Workers compensation expenses	**143**	227
Total other suppliers	**143**	227
Total suppliers	**6,200**	5,196
1.1C: Write-Down and Impairment of Assets		
Bad and doubtful debts expense	**142**	23
Impairment of inventory	**25**	-
Total write-down and impairment of assets	**167**	23

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

	2016	2015
	$'000	$'000

1.2: Own-Source Revenue and gains

Own-Source Revenue

1.2A: Sale of Goods and Rendering of Services

	2016	2015
Sale of goods	338	359
Rendering of services	796	200
Total sale of goods and rendering of services	**1,134**	559

Accounting Policy
Revenue from the sale of goods is recognised when:
a) the risks and rewards of ownership have been transferred to the buyer;
b) the Institute retains no managerial involvement or effective control over the goods;
c) the revenue and transaction costs incurred can be reliably measured; and
d) it is probable that the economic benefits associated with the transaction will flow to the Institute.
Revenue from rendering of services is recognised by reference to the stage of completion of contracts at the reporting date. The revenue is recognised when:
a) the amount of revenue, stage of completion and transaction costs incurred can be reliably measured; and
b) the probable economic benefits associated with the transaction will flow to the Institute.
The stage of completion of contracts at the reporting date is determined by reference to the proportion that costs incurred to date bear to the estimated total costs of the transaction.
Receivables for goods and services, which have 30 day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

1.2B: Interest

	2016	2015
Deposits	447	564
Total interest	**447**	564

Accounting Policy
Interest revenue is recognised using the effective interest method as set out in AASB 139 Financial Instruments: Recognition and Measurement.

1.2C: Grants

	2016	2015
From related entities	2,703	3,650
From external parties	342	241
Total grants	**3,045**	3,891

Accounting Policy
Project linked grant revenue is recognised to the extent that the project has occurred. Other grant revenue is recognised to the extent that it was provided for the reporting period. Any grants received in advance for a future period are recorded as liabilities. The exception to this policy is for grants received for non-reciprocal purposes which are recognised when the Institute gains control over the funds.

1.2D: Other Revenue

	2016	2015
Conference fees	845	739
Other revenue	112	225
Total other revenue	**957**	964

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

	2016 $'000	2015 $'000
Gains		
1.2E: Revenue from Government		
Department of Education and Training		
Corporate Commonwealth entity payment item	14,935	13,295
Total revenue from government	14,935	13,295

Accounting Policy
Funding received or receivable from non-corporate Commonwealth entities (appropriated to the non-corporate Commonwealth entity as a corporate Commonwealth entity payment item for payment to the Institute) is recognised as Revenue from Government unless they are in the nature of an equity injection or a loan.

1.2F: Gains from Assets Sales		
Property, plant and equipment:		
Proceeds from sale	5	-
Total gains from asset sales	5	-

Accounting Policy
Gains from disposal of assets are recognised when control of the asset has passed to the buyer.

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

	2016 $'000	2015 $'000

Financial Position
2.1: Financial Assets

2.1A: Cash and Cash Equivalents

	2016 $'000	2015 $'000
Cash on hand or on deposit	2,333	2,275
Total cash and cash equivalents	**2,333**	2,275

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Accounting Policy
Cash is recognised at its nominal amount. Cash and cash equivalents includes:
a) cash on hand; and
b) demand deposits in bank accounts with an original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

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2.1B: Trade and Other Receivables
Goods and services receivables

	2016 $'000	2015 $'000
Goods and services	2,037	345
Total goods and services receivables	**2,037**	345
Other receivables		
GST receivable from the Australian Taxation Office	253	131
Total other receivables	**253**	131
Total trade and other receivables (gross)	**2,290**	476
Less impairment allowance	**(203)**	(61)
Total trade and other receivables (net)	**2,087**	415
Trade and other receivables (net) expected to be recovered		
No more than 12 months	2,087	415
Total trade and other receivables (net)	**2,087**	415
Trade and other receivables (gross) aged as follows:		
Not overdue	1,674	297
Overdue by:		
0 to 30 days	25	35
31 to 60 days	377	17
61 to 90 days	11	66
More than 90 days	203	61
Total trade and other receivables (net)	**2,290**	476
Impairment allowance aged as follows		
More than 90 days	203	61
Total impairment allowance	**203**	61

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Accounting Policy
Loans and Receivables
Trade receivables, loans and other receivables that have fixed or determinable payments and that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost less impairment.

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Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

	2016	2015
	$'000	$'000

Reconciliation of the Impairment Allowance
Movements in relation to 2016

	Goods and services	Total
	$'000	$'000
As at 1 July 2015	61	61
Increase/(decrease) recognised in net cost of services	142	142
Total as at 30 June 2016	203	203

Movements in relation to 2015

	Goods and services	Total
	$'000	$'000
As at 1 July 2014	38	38
Increase/decrease recognised in net cost of services	23	23
As at 30 June 2015	61	61

Accounting Policy
Financial assets are assessed for impairment at end of each reporting periods.

Note 2.1C: Other Investments

Deposits	**11,492**	15,016
Total other investments	**11,492**	15,016

Other investments expected to be recovered

No more than 12 months	**11,492**	15,016
Total other investments	**11,492**	15,016

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

2.2A: Reconciliation of the opening and closing balances of property, plant and equipment for 2016

	Buildings $'000	Other property, plant & equipment $'000	Heritage and Cultural[1] $'000	Computer software internally developed $'000	Computer software purchased $'000	Total $'000
As at 1 July 2015						
Gross book value	11,667	3,982	10,226	312	14	26,201
Accumulated depreciation and impairment	(382)	(1,542)	(270)	(33)	(1)	(2,228)
Total as at 1 July 2015	11,285	2,440	9,956	279	13	23,973
Additions:						
- Purchase	-	2,389	99	-	30	2,518
Revaluations and impairments through equity	(758)	318	437	33	2	32
Depreciation	(190)	(919)	(135)	(103)	(5)	(1,352)
Other movements						
Transfer between asset classes[2]	1,528	(1,528)	-	-	-	-
Disposals	-	(52)	-	-	-	(52)
- Writeback depreciation	-	51	-	-	-	51
Total as at 30 June 2016	11,865	2,699	10,357	209	40	25,170
Total as at 30 June 2016 represented by:						
Gross book value	11,865	2,699	10,357	209	40	25,170
Accumulated depreciation and impairment	-	-	-	-	-	-
Total as at 30 June 2016	11,865	2,699	10,357	209	40	25,170

1. Property, plant and equipment that met the definition of a heritage and cultural item were disclosed in the heritage and cultural asset class.

No property, plant and equipment and intangibles are expected to be sold or disposed of within the next 12 months
No indicators of impairment were found for non-financial assets.
The Institute's land and building may not be disposed of without prior ministerial approval

Revaluation of non-financial assets
Revaluation increments were credited to the asset revaluation reserve by asset class and included in the equity section of the statement of financial position.
On 30/6/2016 an independent valuer, Pickles Pty Ltd, conducted the revaluations.

2. Other property, plant & equipment assets categorised as building fitout were transferred to the Building asset in the revaluation. These assets had a carrying value of $1,528,000 before the revaluation.

Reconciliation of the opening and closing balances of property, plant and equipment for 2015

	Buildings $'000	Other property, plant & equipment $'000	Heritage and Cultural[1] $'000	Computer software internally developed $'000	Computer software purchased $'000	Total $'000
As at 1 July 2014						
Gross book value	11,667	3,495	10,194	-	-	25,356
Accumulated depreciation and impairment	(191)	(835)	(135)	-	-	(1,161)
Total as at 1 July 2014	11,476	2,660	10,059	-	-	24,195
Additions:						
- Purchase	-	498	32	312	14	856
Depreciation	(191)	(716)	(135)	(33)	(1)	(1,076)
Other movements						
- Writeback depreciation	-	9	-	-	-	9
Disposals	-	(11)	-	-	-	(11)
Total as at 30 June 2015	11,285	2,440	9,956	279	13	23,973
Total as at 30 June 2015 represented by:						
Gross book value	11,667	3,982	10,226	312	14	26,201
Accumulated depreciation and impairment	(382)	(1,542)	(270)	(33)	(1)	(2,228)
Total as at 30 June 2015	11,285	2,440	9,956	279	13	23,973

1. Property, plant and equipment that met the definition of a heritage and cultural item were disclosed in the heritage and cultural asset class.

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

	2016 $'000	2015 $'000
2.2B: Inventories		
Inventories held for sale		
Finished goods	221	189
Provision for obsolete inventory	(178)	(154)
Total inventories	43	35

No items of inventory are recognised at fair value less cost to sell.

Accounting Policy
Inventories held for sale are valued at the lower of cost and net realisable value.
Costs incurred in bringing each item of inventory to its present location and condition are assigned as follows:
• finished goods and work-in-progress - cost of direct materials and labour plus attributable costs that can be capable of being allocated on a reasonable basis.

	2016 $'000	2015 $'000
2.2C: Other Non-Financial Assets		
Prepayments	228	584
Total other non-financial assets	228	584
Other non-financial assets expected to be recovered		
No more than 12 months	228	584
Total other non-financial assets	228	584

No indicators of impairment were found for other non-financial assets.

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

	2016 $'000	2015 $'000
2.3: Payables		
2.3A: Suppliers		
Trade creditors and accruals	655	767
Total suppliers	655	767
Suppliers expected to be settled		
No more than 12 months	655	767
Total suppliers	655	767

Settlement is usually made within 30 days.

	2016 $'000	2015 $'000
2.3B: Other payables		
Salaries and wages	46	863
Superannuation	9	321
Unearned Income	1,047	371
Total other payables	1,102	1,555
Other payables expected to be settled		
No more than 12 months	1,102	1,555
Total other payables	1,102	1,555

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

Funding
3.1: Cash Flow Reconciliation

	2016 **$'000**	2015 $'000
Reconciliation of cash and cash equivalents as per statement of financial position to cash flow statement		
Cash and cash equivalents as per:		
Cash flow statement	**2,333**	2,275
Statement of financial position	**2,333**	2,275
Discrepancy	**-**	-
Reconciliation of net cost of services to net cash from/(used by) operating activities:		
Net cost of services	**(16,106)**	(13,946)
Revenue from Government	**14,935**	13,295
Adjustments for non-cash items		
Depreciation/amortisation	**1,352**	1,076
Write down of impairment	**-**	(6)
Loss (Gain) on disposal of assets	**(5)**	2
Movement in assets and liabilities		
Assets		
(Increase)/Decrease in net receivables	**(1,672)**	102
(Increase) in inventories	**(8)**	(5)
(Increase)/Decrease in prepayments	**356**	(578)
Liabilities		
Increase/(Decrease) in employee provisions	**685**	(101)
Increase/(Decrease) in supplier payables	**(112)**	332
Increase/(Decrease) in other payables	**(455)**	690
Net cash from/(used by) operating activities	**(1,030)**	861

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

	2016 $'000	2015 $'000
People and Relationships		
4.1: Employee Provisions		
<u>**4.1A: Employee provisions**</u>		
Annual Leave	**1,010**	779
Long Service Leave	**1,679**	1,225
Total employee provisions	**2,689**	2,004
Employee provisions expected to be settled		
No more than 12 months	**773**	574
More than 12 months	**1,916**	1,430
Total employee provisions	**2,689**	2,004

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

4.2: Senior Management Personnel Remuneration

	2016 $	2015 $
Short-term employee benefits		
Salary	1,295,628	1,360,819
Performance bonuses	146,798	141,806
Motor vehicle and other allowances	16,969	13,099
Total short-term employee benefits	1,459,395	1,515,724
Post-employee benefits		
Superannuation	197,208	232,704
Total post-employee benefits	197,208	232,704
Other long-term benefits		
Annual leave	95,588	109,663
Long-service leave	30,578	35,081
Total other long-term benefits	126,166	144,744
Termination benefits	-	23,788
Total senior executive remuneration expenses	1,782,769	1,916,960

The total number of senior management personnel that are included in the above table is 10 (2015: 10).

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

4.3: Remuneration of Councillors

	2016 No.	2015 No.
The number of Councillors of the Institute included in these figures are shown below in the relevant remuneration bands:		
$0 to $29,999	**8**	13
Total number of councillors	**8**	13

Total remuneration received or due and receivable by members of the Council of the Institute for 2016 is $88,229 and for 2015 is $81,948.

A description of the methods by which Councillors are appointed is included in the "Corporate Governance" section of the Annual Report.
Remuneration includes payments to Councillors for all activities including Council, Research Advisory Committee and other representative business.
There are no Executive Councillors.

4.4: Related Party Disclosures

Members of Council
The members of the Council of the Institute during the year were:

Professor Michael Dodson AM, Chairperson
Emer. Professor Robert Tonkinson, Deputy Chairperson
Professor John Maynard
Professor Cindy Shannon
Ms Rachel Perkins
Ms Donisha Duff
Ms Jodie Sizer
Mr Kado Muir (to May 2016)
Mr Geoffrey Winters (to May 2016)

The Institute paid a Directors and Officers indemnity insurance premium of $3,402 (2014/15: $3,514) on behalf of Councillors during the year. Royalty payments totalling $1,044 (2014/15: $917) were made to Professor J Maynard, a Council member during the year, in relation to his book published through Aboriginal Studies Press. Royalty payments totalling $36 (2014/15: $62) were also made to Emer. Professor R Tonkinson, a Council member during the year, in relation to his book published through Aboriginal Studies Press. Other than these payments and remuneration as Councillor, no benefits were provided to Council members.
Council members are excused from discussions relating to external entities they have an interest in.

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

4.5: Remuneration of Auditors

	2016 **$'000**	2015 $'000
Remuneration to the Auditor-General for auditing the financial statements for the reporting period.	**51**	36
	51	36

These amounts represent the fair value of services provided.

KPMG has been contracted by the Australian National Audit Office (ANAO) to provide audit services on the ANAO's behalf. Fees for these services are included above. No other services were provided by the Auditor-General or KPMG during the reporting period.

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

Managing uncertainties
5.1 Financial Instruments

	2016 $'000	2015 $'000
5.1A: Categories of Financial Instruments		
Financial Assets		
Loans and receivables		
Cash on hand or on deposit	**2,333**	2,275
Cash on call deposit	**57**	160
Fixed Term Deposit with Bank	**11,435**	14,856
Receivables for goods and services	**2,037**	345
Total financial assets	**15,862**	17,636
Financial Liabilities		
Financial liabilities measured at amortised cost		
Trade creditors	**655**	767
Total financial liabilities	**655**	767

Accounting Policy
Financial assets
The entity classifies its financial assets in the following categories:
(a) financial assets at fair value through profit or loss;
(b) held-to-maturity investments;
(c) available-for-sale financial assets; and
(d) loans and receivables.
The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition. Financial assets are recognised and derecognised upon trade date.

Effective Interest Method
Income is recognised on an effective interest rate basis except for financial assets that are recognised at fair value through profit or loss.

Impairment of Financial Assets
Financial assets are assessed for impairment at the end of each reporting period.
Financial assets held at amortised cost - if there is objective evidence that an impairment loss has been incurred for loans and receivables or held to maturity investments held at amortised cost, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the asset's original effective interest rate. The carrying amount is reduced by way of an allowance account. The loss is recognised in the Statement of Comprehensive Income.

Accounting Policy
Financial liabilities
Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Other Financial Liabilities
Other financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).

5.1B: Net Gains or Losses on Financial Assets

Loans and receivables

Interest revenue	**447**	564
Net gains on loans and receivables	**447**	564
Net gains on financial assets	**447**	564

5.1C: Fair Value of Financial Instruments

The net fair value of each class of the Institute's financial assets and liabilities approximate the carrying amount for both current and preceding reporting periods.

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

5.1 Financial Instruments (cont.)

5.1D: Credit Risk

The Institute is exposed to minimal credit risk as receivables are cash and trade receivables. The maximum exposure to credit risk is the risk that arises from potential default of a debtor. This amount is equal to the total amount of trade receivables $2,037,000 (2015: $345,000). The Institute has assessed the risk of default on payment and has allocated $202,604 (2015: $61,489) to a provision for doubtful debts account. The Institute had policies and procedures that guided employees debt recovery techniques that were to be applied. The Institute holds no collateral to mitigate against credit risk.

Credit quality of financial instruments not past due or individually determined as impaired

	Not past due nor impaired 2016 $'000	Not past due or impaired 2015 $'000	Past due or impaired 2016 $'000	Past due or impaired 2015 $'000
Cash and cash equivalents	13,825	17,291	-	-
Receivables for goods and services	1,421	166	616	179
Total	**15,246**	17,457	**616**	179

Ageing of financial assets that were past due but not impaired for 2016

	0 to 30 days $'000	31 to 60 days $'000	61 to 90 days $'000	90+ days $'000	Total $'000
Receivables for goods and services	25	377	11	203	616
Total	**25**	**377**	**11**	**203**	**616**

Ageing of financial assets that were past due but not impaired for 2015

	0 to 30 days $'000	31 to 60 days $'000	61 to 90 days $'000	90+ days $'000	Total $'000
Receivables for goods and services	35	17	66	61	179
Total	35	17	66	61	179

5.1E: Liquidity risk

The Institute financial liabilities are payables. The exposure to liquidity risk is the risk that the Institute will encounter difficulties in meeting obligations associated with financial liabilities. The Institute has minimal exposure to liquidity risk due to: appropriation funding; available funding mechanisms (e.g. Advance to the Minister of Finance); and internal policies and procedures that have been put into place to ensure that there are appropriate resources to meet its financial obligations.

5.1F: Market risk

The Institute holds basic financial instruments that do not expose it to certain market risks. The Institute is exposed to minimal 'currency risk' and it not exposed to 'other price risk'.

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

5.2 Fair Value Measurement

The following tables provide an analysis of assets and liabilities that are measured at fair value.
The different levels of the fair value hierarchy are defined below.

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at measurement date.
Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
Level 3: Unobservable inputs for the asset or liability.

5.2A: Fair Value Measurement

	Fair value measurements at the end of the reporting period			For Levels 2 and 3 fair value measurements	
	2016	2015	**Category (Level 1, 2 or 3)**	**Valuation technique(s)**	**Inputs used**
	$'000	$'000	$'000		
Non-financial assets					
Building on leasehold land	11,865	11,285 Level 3		Cost Approach	Construction cost and condition i.e. remaining life
Heritage and cultural	10,357	9,956 Level 2		Market Approach	Appropriate and active markets
Other property, plant and equipment	2,199	789 Level 2		Market Approach	Active market data for Motor Vehicles, general and computer and IT equipment
Other property, plant and equipment	500	1,651 Level 3		Cost Approach	Construction cost and condition i.e. remaining life
Total non-financial assets	**24,921**	**23,681**			
Total fair value measurements of assets in the statement of financial position	**24,921**	**23,681**			

Fair value measurements
The highest and best use of all non-financial assets are the same as their current use.

5.2B: Reconciliation for Recurring Level 3 Fair Value Measurements

Recurring Level 3 fair value measurements - reconciliation for assets

	Non-financial assets					
	Building on leasehold		Other property, plant and		Total	
	2016	2015	**2016**	2015	**2016**	2015
	$'000	$'000	**$'000**	$'000	**$'000**	$'000
Opening balance	**11,285**	11,476	**1,651**	1,867	**12,936**	13,343
Total gains/(losses) recognised in other comprehensive income	**(758)**	-	**77**	-	**(681)**	-
Purchases	**-**	-	**635**	73	**635**	73
Depreciation/amortisation	**(190)**	(191)	**(335)**	(289)	**(525)**	(480)
Transfers between asset classes	**1,528**	-	**(1,528)**	-	**-**	-
Closing balance	**11,865**	11,285	**500**	1,651	**12,365**	12,936

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

Other information
6.1: Assets Held in Trust

6.1A: Assets Held in Trust

	2016 $'000	2015 $'000
As at 1 July		
Receipts	1	-
Total as at 30 June	1	-
Total monetary assets held in trust	1	-

Non-monetary assets
The funds are held in trust for the AIATSIS Foundation, a wholly-owned subsidiary of AIATSIS.

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

6.2: AIATSIS Foundation

Statement of Comprehensive Income

	2016 $'000	2015 $'000
Donations received	1	-
Resources provided free of charge	195	-
Total Revenue	196	-
Supplier Expenses	195	-
Total comprehensive income attributable to parent entity	1	-

Statement of Financial Position

	2016 $'000	2015 $'000
Trade and other receivables	1	-
Total assets	1	-
Accumulated results	1	-
Total equity	1	-

Australian Institute of Aboriginal and Torres Strait Islander Studies
NOTES TO THE FINANCIAL STATEMENTS
for the period ended 30 June 2016

6.3: Reporting of Outcomes

AIATSIS has one outcome. Therefore these figures appear on the Statement of Comprehensive Income and Statement of Financial Position.
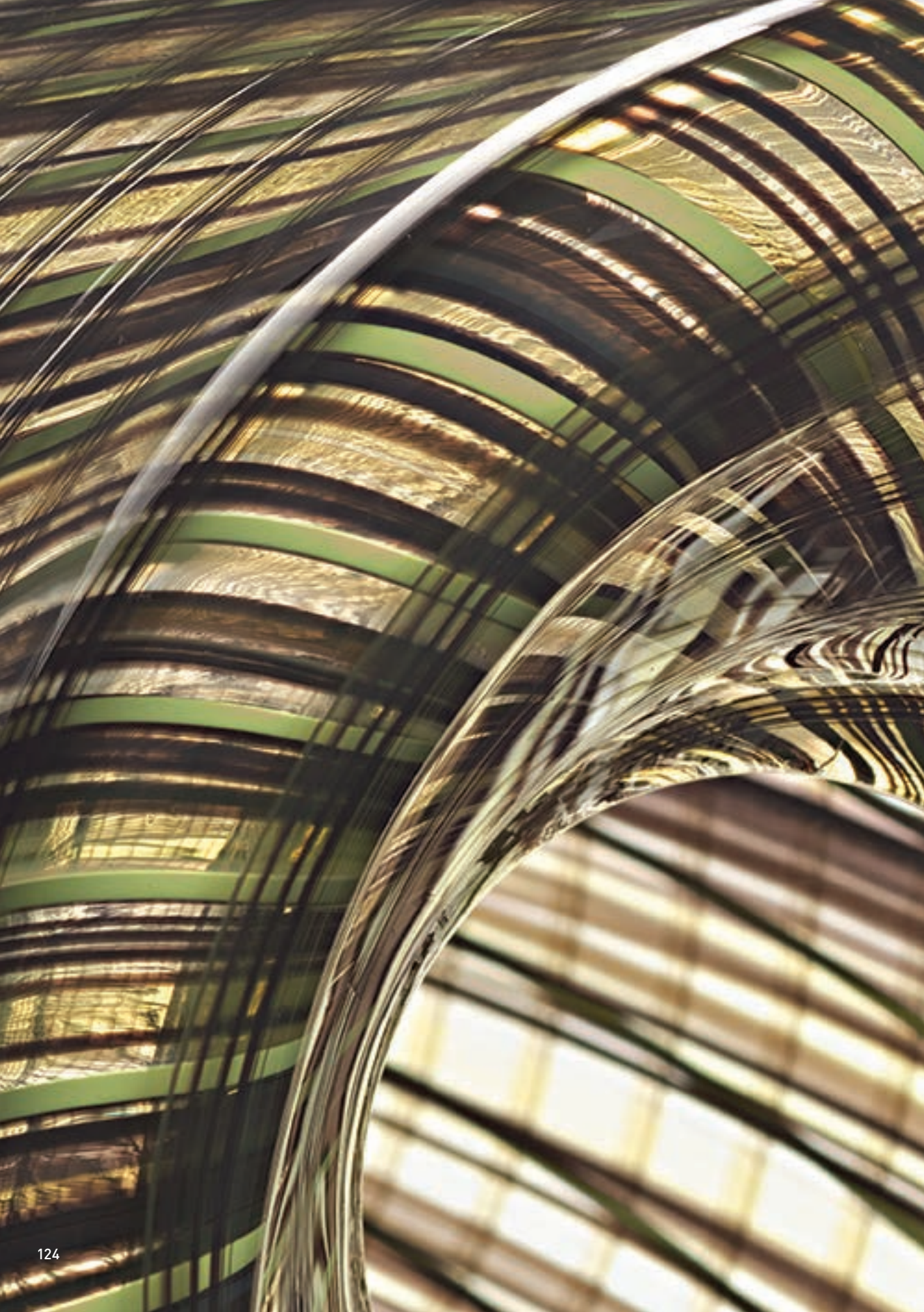
APPENDICES

Appendix A
Governance committees: role and membership

Committees advising the AIATSIS Council

Audit and Assurance Committee

The Audit and Assurance Committee provides independent assurance and assistance in developing and overseeing the control, risk and compliance framework and external accountability responsibilities.

The committee comprises at least one AIATSIS Council member and at least three independent members. Members in 2015–16 were:

- Ms Jenny Morison (independent member; Acting Chair from 11 September 2014 and Chair from 9 February 2015 to 9 February 2016)
- Mr Geoffrey Winters (AIATSIS Council member)—from 27 March 2015 to 27 May 2016
- Ms Rachel Perkins (AIATSIS Council member)—from 27 March 2015
- Ms Karen Hogan FCPA, GAICD (independent member, Chair from 9 February 2016)
- Mr Neal O'Callaghan BEc, Dip Acc, GAICD (independent member)—until 7 September 2015
- Mr Russell Taylor AM (ex officio; AIATSIS CEO)
- Ms Michelle Patterson (ex officio; AIATSIS Deputy Principal)—until 5 February 2016
- Mr Craig Ritchie (AIATSIS Deputy CEO)—from 26 April 2016.

Finance Committee

The Finance Committee provides a forum for evaluating AIATSIS's financial activities. Membership in 2015–16 comprised:

- Mr Russell Taylor AM (Chair, AIATSIS CEO)
- Ms Jodie Sizer (AIATSIS Council representative)—from 27 March 2015
- Ms Donisha Duff (AIATSIS Council representative)—from 27 March 2015
- Ms Michelle Patterson (Deputy Principal)—until 5 February 2016
- Mr Craig Ritchie (Deputy CEO) from 26 April 2016
- Mr Michael Burton (Chief Finance Officer).

Research Ethics Committee

The Research Ethics Committee advises AIATSIS on the ethical aspects of research proposals to be carried out by its staff as well as on external collaborative research projects to be carried out with AIATSIS staff under the auspices of AIATSIS. Members of the committee are appointed by the AIATSIS Council in line with categories established by the National Health and Medical Research Council.

Committee appointments are made on a half rotation (that is, half of the members are appointed every 18 months for a period of three years). This rotation assists in retention of knowledge and consistency in decision-making.

Members during 2015–16 were:

- Ms Christine Grant (Chair)
- Dr Sarah Holcombe (researcher)
- Ms Joyce Grahams (layperson)
- Ms Lauren Butterly (lawyer)
- Mr Dave Johnston (researcher)
- Ms Melanie Gentgall (clinical research associate)
- Reverend Karen Kime (minister of religion).

Committees advising the CEO

Executive Board of Management

The Executive Board of Management supports the CEO in the leadership and strategic management of the institute's operations. It comprises the directors of AIATSIS program areas and other members as nominated by the CEO.

Research Advisory Committee

The Research Advisory Committee was established under section 31(1) of the AIATSIS Act. Under that legislation it comprised three members of the AIATSIS Council appointed by the council; eight members of AIATSIS elected by the members of AIATSIS in accordance with AIATSIS rules; and the CEO.

Amendments to the AIATSIS Act in March 2016 removed the requirement for a Research Advisory Committee. The AIATSIS Council now has the authority, as with other committees not required in legislation, to determine the terms, composition and functions of this committee.

Members during 2015–16 were:

- Emeritus Professor Robert Tonkinson (AIATSIS Council representative)
- Mr Kado Muir (AIATSIS Council representative)

- Professor Cindy Shannon (AIATSIS Council representative)
- Professor Len Collard (health and wellbeing)
- Dr Peter Radoll (education and socioeconomic institution)
- Associate Professor Maryrose Casey (arts and creative expression)
- Dr Sally Babidge (native title and traditional ownership)
- Professor Dennis Foley (economics, industry and development)
- Professor Regina Ganter (language and cultural transmission)
- Dr Fiona Walsh (land, water and environment)
- Professor Larissa Behrendt (governance, law and justice)
- Mr Russell Taylor AM (AIATSIS CEO)

The committee's function is to advise the AIATSIS Council in relation to research matters.

Native Title Research Advisory Committee

The Native Title Research Advisory Committee was established by the AIATSIS Council to provide advice to the CEO on the research program of the Native Title Research Unit. The committee usually meets twice each year. It comprises two AIATSIS Council members, the CEO and Deputy CEO, four experts in the field of native title, and a representative from the Department of the Prime Minister and Cabinet.

Committee members during 2015–16 were:

- Mr Russell Taylor AM (AIATSIS CEO)
- Professor Michael Dodson (AIATSIS Council member)
- Mr Kado Muir (AIATSIS Council member)

- Ms Natalie Rotumah (CEO, NTSCORP)
- Mr Wayne Beswick (Department of the Prime Minister and Cabinet).
- Mr Glen Kelly (CEO, National Native Title Council)
- Dr Valerie Cooms (National Native Title Tribunal Board)
- Ms Melissa George (CEO, North Australian Indigenous Land and Sea Management Alliance).

Collections Advisory Committee

The Collections Advisory Committee was established by the AIATSIS Council to provide advice to the AIATSIS CEO and the Director of Collections about matters in relation to collection development, management and access. This includes providing advice on proposals for major donations or deposits, policy development, risks to the collection, major projects and strategic issues.

The committee comprises two AIATSIS Council representatives, four external independent members, the CEO and Deputy CEO of AIATSIS and the Director of Collections.

Members during 2015–16 were:
- Ms Nadine McDonald-Dowd
- Dr Veronica Lunn
- Mr Daniel Featherstone
- Professor Peter Radoll
- Professor Cindy Shannon (AIATSIS Council member)
- Mr Geoffrey Winters (AIATSIS Council member)—until 27 May 2016
- Mr Russell Taylor AM (AIATSIS CEO)
- Ms Michelle Patterson (Deputy Principal)—until 5 February 2016
- Mr Craig Richie (Deputy CEO)—from 26 April 2016
- Ms Lyndall Osborne (AIATSIS Executive Director, Collections).

Publishing Advisory Committee

The Publishing Advisory Committee makes recommendations for publication to the AIATSIS CEO after considering peer-assessed manuscripts submitted by Aboriginal Studies Press.

Committee members provide a range of skills: academic credentials; Indigenous community and language knowledge; and writing and publishing expertise. Meetings are held two to three times a year as required.

Committee members during 2015–16 were:
- Mr Russell Taylor (Chair, AIATSIS CEO)
- Professor Michael Dodson (Council member)
- Professor John Maynard (Council member)
- Ms Rachel Ippoliti (Director, Aboriginal Studies Press)
- Professor Tess Lea (social policy researcher)
- Professor Shino Konishi (historian, Yawuru woman from WA)
- Dr Sandy O'Sullivan (Indigenous art and knowledges researcher, Wiradjuri woman).

Digital Advisory Committee

A subsidiary advisory committee of the Executive Management Board, the Digital Advisory Committee provides advice and recommendations to the Executive Board of Management (EBM) on digital and IT initiatives and investments.

Health and Safety Committee

The Health and Safety Committee is a consultative forum established in accordance with section 75 of the *Work Health and Safety Act 2011* to facilitate cooperation and consultation on work health and safety matters.

Indigenous Caucus

The Indigenous caucus is a voluntary network for Aboriginal and Torres Strait Islander staff that meet to discuss matters of common interest, facilitate peer support and provide advice to management where appropriate.

Consultative Committee

The AIATSIS Consultative Committee has responsibility for the implementation of the current Agency Agreement as well as negotiating the next one. It also develops and maintains policies and strategies relating to employment of staff at AIATSIS.

RAP Working Group

The RAP Working Group is an internal committee, chaired by the AIATSIS CEO, that is reviewing and developing the successor to the AIATSIS Elevate RAP for 2014–16.

Appendix B
Research outputs

Publications

Brammer, JR, Brunet, ND, Burton, AC, Cuerrier, A, Danielsen, F, Dewan, K, Hermann, TM, Jackson, M, Kennett, R, Larocque, G, Mulrennan, M, Pratihast, AK, Saint-Arnaud, M, Scott, C & Humphries, MM in press, 'The role of digital data entry in participatory environmental monitoring', *Conservation Biology*, DOI: 10.11/cobi.12727.

Burbidge, B 2015, 'We are kangaroo, we have the owl': linguistic and emotional clues of the meaning of the bush in changing Wiradjuri being and relatedness', *Australian Journal of Anthropology*, vol. 26, November, pp. 414–427.

Burbidge, B 2016, 'Book review— Encounters with indigeneity: writings about Aboriginal and Torres Strait Islander peoples', *The Asia Pacific Journal of Anthropology*, vol. 17, no. 1, pp. 83–91.

Dobbs, RJ, Davies, CL, Walker, M, Pettit, NE, Pusey, BJ, Close, PG, Akune, Y, Walsham, N, Smith, B, Wiggan, A, Cox, P, Ward, DP, Tingle, F, Kennett, R, Jackson, MV & Davies, PM 2015, 'Collaborative research partnerships inform monitoring and management of freshwater habitats by traditional custodians', *Reviews in Fish Biology and Fisheries*, DOI: 10.1007/s11160-015-9401-2.

Flexner, J, Willie, E, Lorey, AZ, Alderson, H, Williams, R & Ieru, S 2016, 'Iarisi's domain: historical archaeology of a Melanesian village, Tanna Island, Vanuatu', *Journal of Island and Coastal Archaeology*, vol. 11, no. 1, pp. 1–14.

Jackson, MV, Kennett, R, Bayliss, P, Warren, R, Waina, N, Adams, J, Cheinmore, L, Vigilante, T, Jungine, E, Woolagoodja, K, Woolagoodja, F, Umbagai, J, Holmes, J & Weisenberger, F 2015, 'Developing collaborative marine turtle monitoring in the Kimberley region of northern Australia', *Ecological Management and Restoration*, vol. 16, pp. 163–176, DOI: 10.1111/emr.12184z.

Jebb, MA & McGrath, A, 2015, *Long history, deep time: deepening histories of place*, Aboriginal History Monographs, ANU Press, Canberra.

Marmion, D, 2015, 'Bringing back the Ngunawal language', *Australian Aboriginal Studies*, issue 2, pp. 65–69.

Stacey, N, Karam, J, Jackson, M & Kennett, R 2015, 'Knowledge exchange as a tool for transboundary and coastal management of the Arafura and Timor seas', *Ocean and Coastal Management*, vol. 114, September, pp. 151–163.

Tran, T & Langford, L, 2015 *Negotiating the shared management of Matuwa and Kurarra Kurarra: community report*, AIATSIS, Canberra.

Tran, T, Smyth, L, Kennett, R, Egan, H, Stewart, Y, Brierley, J, Stewart, W, Nye, A & Butler, T in press, 'What's the catch? Aboriginal cultural fishing on the New South Wales South Coast', *Australian Environment Review*.

Tran, T & Stacey, C 2016, 'Overlapping tenure, overlapping governance: conflicting roles of native title holders and community/shire councils in remote Indigenous communities', *Land, Rights, Laws: Issues of Native Title*, Native Title Research Unit, AIATSIS, Canberra.

Wright, D, Stephenson, B, Taçon, P, Williams, R, Fogel, A, Sutton, S & Ulm, S in press, 'Exploring ceremony: archaeology of a men's meeting house (kod) on Mabuyag, Western Torres Strait', *Cambridge Archaeological Journal*.

Conferences, seminars, lectures and other presentations

Burbidge, B, 2016, 'Relatedness: what does it mean to be kin?', guest lecture for the subject ANTH305—Contemporary Indigenous Australia, Macquarie University, Sydney, 14 March.

Burbidge, B, 2016, 'What is culture?', presentation for Cultural Competence Project training video, AIATSIS, Canberra, 12 January.

Burbidge, B & Clark, J, 2016, 'Native title work: tracking community time and labour', paper presented at the National Native Title Conference, AIATSIS and Northern Land Council, Darwin, 1–3 June.

Hanrihan, H, Tran, T & Little, S, 2016, 'Native title precedents database', paper presented at the National Native Title Conference, AIATSIS and Northern Land Council, Darwin, 1–3 June.

Jebb, M, & Marmion, D, 2015, 'Singing the train: a Nyamal song is heard again', paper presented at the XIXth Foundation for Endangered Languages Conference, Tulane University, New Orleans, 7–10 October.

Jebb, M, Treloyn, S & Dowding, A 2015, 'Tabi tools for change: approaching the solo public songs of the west Pilbara', paper presented at the XIXth Foundation for Endangered Languages Conference, Tulane University, New Orleans, 7–10 October.

Kennett, R, 2015, 'Institutions and working on Indigenous lands', paper presented at the 2nd UNE Seeds Colloquium: Cultural Stewardship Risk in Conservation Seed Banks, University of New England, Armidale, NSW, 29–30 September.

Kennett, R, Hunter-Xenie, H & Maidment, E, 2016, 'Creating a national Caring for Country archive', paper presented at the National Native Title Conference 2016, AIATSIS and Northern Land Council, Darwin, 1–3 June.

Kennett, R & Smyth, L, 2016, proposal for a reformed Caring for Country archive made at the East Arnhem Land Ranger Forum, Gulkula, Northern Territory, 6–9 June.

Marmion, D, 2015, 'An introduction to Aboriginal languages', presentation to Hansard team at Parliament House, Canberra, 16 September.

Marmion, D, 2016, 'Australian languages and their pronunciation', presentation to Victim Support ACT, Canberra, 28 June.

Strelein, L, Alfred, T & Corntassel, J, 2016, 'Everyday acts of resurgence', paper presented at the National Native Title Conference, AIATSIS and Northern Land Council, Darwin, 1–3 June.

Strelein, L, Alfred, T, Corntassel, J & Kelly, G 2016, panel discussion at the Indigenous Resurgence in Canada and Australia symposium, Kurongkurl Katitjin and AIATSIS, Edith Cowan University, Perth, 7 June.

Strelein, L, Alfred, T, Corntassel, J, Troy, J, Anthony, T & Gibson, P 2016, 'Reclaiming, resilience and decolonising', panel discussion in the Controversial Conversations series, National Centre for Cultural Competence and AIATSIS, University of Sydney, 10 June.

Tran, T, & Langford, L, 2015, 'Negotiating the shared management of Matuwa and Kurrara Kurrara', community report presented to the Martu traditional owners, Matuwa, 1–3 July.

Tran, T & Little, S, 2015, 'Precedents update', paper presented at an Aurora Project legal masterclass, Perth, 19 November.

Workshop facilitations

Burbidge, B (co-convener) 2015, Assembly for Native Title Anthropologists—Annual Australian Anthropology Conference, University of Melbourne, 1 December.

Reports

AIATSIS 2015, 'Report from a national meeting of PBCs: Monday, 15 June 2015, Port Douglas, Queensland', AIATSIS, Canberra.

Andriolo, A 2015, '*Kaja karti marnti ('the long walk')*—Nyangumarta Corporate History project: final report to Nyangumarta Warran Aboriginal Corporation', AIATSIS, Canberra.

Kennett, R, Tran, T, Heffernan, T & Strelnikow, L, 2016, 'Livelihood values in Indigenous cultural fishing: report of a meeting with Indigenous cultural fishers on the south coast of NSW', AIATSIS, Canberra.

McGrath, P, Dinkler, L, & Andriolo, A, 2015, 'Managing information in native title: survey and workshop report', AIATSIS, Canberra.

Appendix C
Researcher memberships and offices

Dr Lawrence Bamblett

- Member, Erambie Advancement Aboriginal Corporation
- Member, NSW Aboriginal Education Consultative Group
- Member, NSW Aboriginal Land Council
- Member, Yalbilinga Boori Day Care Centre Aboriginal Corporation
- Member, Australian Literacy Educators' Association
- Member, History Council of New South Wales
- Member, AIATSIS
- External affiliate with the Purai Global Indigenous and Diaspora Research Studies Centre.
- Editor, *Australian Aboriginal Studies* journal.

Toni Bauman

- Fellow, Australian Anthropological Society
- Board member, Centre for Native Title Anthropology, ANU
- Member, Editorial Board, Australian Indigenous Law Review.

Dr Belinda Burbidge

- Fellow, Australian Anthropological Society
- Member, National Native Title Conference Committee (AIATSIS).

Dr Mary Anne Jebb

- Visiting Fellow, ANU School of History
- Member, Oral History Association of Australia
- Member, Australian History Association
- Panel member, Indigenous Community Stories.

Dr Rod Kennett

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- Ambassador, Australian-American Fulbright Commission
- Adjunct Professor, University of Canberra
- Member, Uunguu Monitoring and Evaluation Committee for the Wunambal Gaambera Aboriginal Corporation
- Member, International Union for the Conservation of Nature (IUCN) Species Specialist Group
- Member, Theme on Governance of Natural Resources, Equity and Rights, IUCN Commission on Environmental Economic and Social Policy
- Member, IUCN Sustainable Use and Livelihoods Specialist Group.

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- Member, AIATSIS Digital Collection Object Storage System Committee
- Member, AIATSIS Digital Mapping Committee.

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Dr Tran Tran

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Dr Michael Walsh

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- Member, International Association of Forensic Linguists
- Life member, Mind Association
- Member, Technical and Scientific Subcommittee, Geographical Names Board of NSW
- Member, Society for the Study of the Indigenous Languages of the Americas
- Member, Executive Committee, Placenames Australia
- Volunteer, Australian Computational and Linguistics Olympiad
- Member, Editorial Board, *La Questione Meridionale / The Southern Question*
- Member, Language Curriculum Advisory Group, Australian Curriculum Assessment and Reporting
- Visiting Research Fellow, Linguistics, ANU.

Appendix D
Abbreviations and acronyms

ABC	Australian Broadcasting Corporation
ACT	Australian Capital Territory
AIAS	Australian Institute of Aboriginal Studies (now AIATSIS)
AIATSIS	Australian Institute of Aboriginal and Torres Strait Islander Studies
AIATSIS Act	*AIATSIS Act 1989* (Cth)
AM	Member of the Order of Australia
ANKAAA	Association of Northern Kimberley and Arnhem Aboriginal Artists
ANU	Australian National University
APS	Australian Public Service
ARC	Australian Research Council
Australex	Australasian Association for Lexicography
CEO	Chief Executive Officer
CRCATSIH	Cooperative Research Centre for Aboriginal and Torres Strait Islander
CSIRO	Commonwealth Scientific and Industrial Research Organisation
DAMS	digital asset management system
DOI	digital object identifier
EBM	Executive Board of Management (AIATSIS)
EDRMS	electronic document and records management system
GERAIS	Guidelines for Ethical Research in Australian Indigenous Studies
IPA	Indigenous Protected Area
IUCN	International Union for the Conservation of Nature
NAA	National Archives of Australia
NAIDOC	National Aboriginal and Islander Day Observance Committee
NLA	National Library of Australia
NMA	National Museum of Australia
NIRAKN	National Indigenous Research and Knowledges Network
NSW	New South Wales
NITV	National Indigenous Television
NTRB	native title representative body
NTRU	Native Title Research Unit (AIATSIS)
NTSCORP	Native Title Service Provider for Aboriginal Traditional Owners in New South Wales and the Australian Capital Territory
NTSGAC	Northern Territory Stolen Generations Aboriginal Corporation

PBC	prescribed body corporate
PAW Media	Warlpiri Media Association (trading as PAW Media)
PBS	Portfolio Budget Statements
PGPA Act	*Public Governance, Performance and Accountability Act 2013* (Cth)
RAP	reconciliation action plan
ROMTIC	Return of Materials to Indigenous Communities program (AIATSIS)
SA	South Australia
SBS	Special Broadcasting Service
UNE	University of New England
UTS	University of Technology, Sydney

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